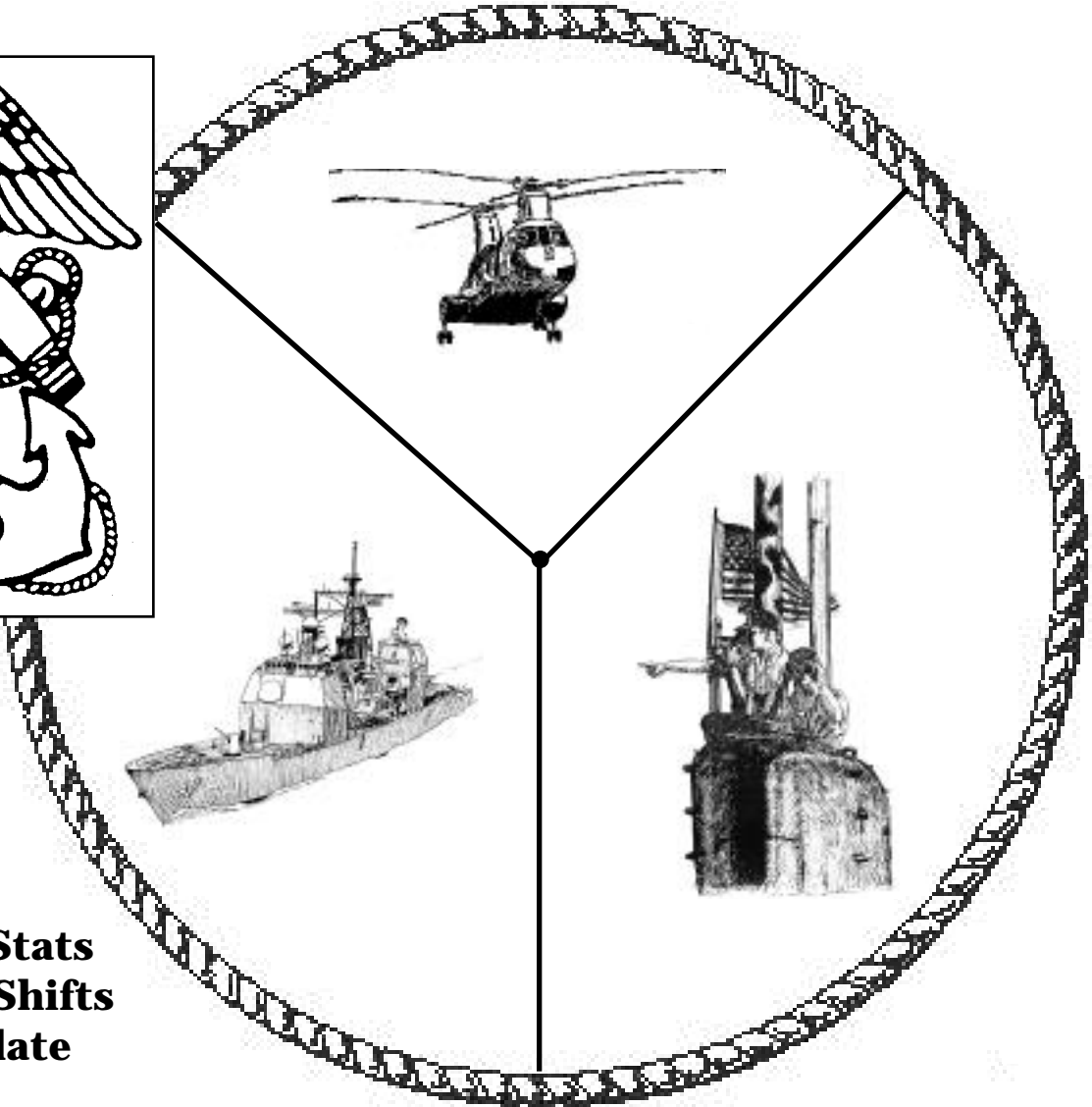


# Perspective



## INSIDE

- Selection Board Stats
- Promotion Zone Shifts
- FITREP/Eval Update

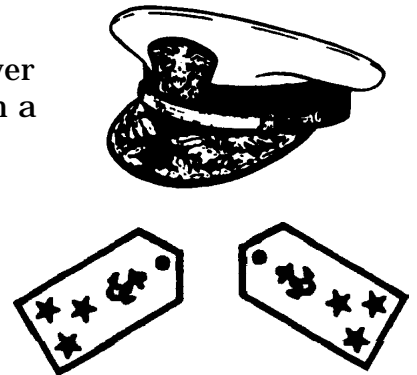


# The First Word ...

Ⓜ CHIEF OF NAVAL PERSONNEL (CNP)

## Performance Evaluation System Update

Our new performance evaluation system has now been in use for over 14 months. The new system was carefully designed, but it was such a major change that 1996 proved to be a “shakedown” period. By all indications, it is an improvement over the previous system. Overall, reporting seniors are doing a good job preventing grade inflation and selection board presidents have reported that the new system has enhanced board members’ ability to choose the best possible leaders for our Navy’s future. In an effort to continue refining and improving the system, we have twice convened a performance evaluation working group—once last October and most recently this past February—comprised of a broad representation of Sailors, officer and enlisted, from around the Fleet. The working group has considered many recommendations for possible improvements to the system and CNO has formally approved several, of which I will address three specifically.



First, there will be a one-time reset of reporting seniors’ cumulative trait averages. Early in 1996, before averages were displayed, a number of reporting seniors submitted fitness reports with excessively high trait averages. Since that time, however, the vast majority have complied with the intent of the new system, and except for the skewing effect of early reports, inflation is largely under control. To level the playing field, all reporting seniors’ cumulative averages will be reset and a new, permanent average will be calculated for reports written for periods ending 1 January 1997 and later. Cumulative averages earned for 1996 will continue to be displayed on the Performance Summary Record alongside reports written for that year. Second, we are working on fitness report rejection criteria to help prevent grade inflation and ensure consistency within the system. More detail on how we will do that will be forthcoming. The third important change which has been implemented is relaxation of requirements within the narrative. Comparisons, rankings, recommendations, and other breakouts now will be allowed, although with some restrictions on redundant use of superlatives.

You can expect a few more changes in the future as we work towards perfecting the process. Please keep in mind that in addition to helping selection boards distinguish between candidates, the performance evaluation system is designed to help improve performance. We re-emphasized this goal by instituting mandatory mid-term counseling. I believe this counseling, combined with effective one-on-one leadership, will be the system’s most significant positive contribution to our Navy in the long run.

A handwritten signature in black ink, appearing to read "D. T. Oliver".

**D. T. Oliver**  
**Vice Admiral, U.S. Navy**



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#### Art Credit (Cover):

DT1 R.J. Salazar

*Perspective* (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally-related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications.

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### FROM THE HEAD DETAILER

○ RADM JIM MASLOWSKI

## Promotion Opportunity: Where does It come From?

I'd like to discuss some of the fundamentals of promotion opportunity--where it originates and how it is determined. As mentioned in my last article on this topic (November-December 1995 *Perspective*), the military promotion system is **vacancy driven** for the paygrades LCDR and above. By law, the Navy is permitted to have a finite number of officers in paygrades O-4 and above on active duty in any given year. It logically follows that in order to promote a given number of officers to the next higher grade, we are required to have an equal number leave that paygrade either through promotion, retirement, or attrition. The specific number of officers, or "endstrength," is approved each year by Congress and essentially, they tell us how many we can have in each specific paygrade LCDR and up.

Promotion opportunity this year is very similar to last with some slight increases and decreases depending on competitive category and pay grade. Guidance for promotion opportunity percentages is outlined in the Defense Officer Personnel Management Act (DOPMA) which governs management of active duty officers. Although the guidance is not a legal requirement, the intent of DOPMA is to standardize officer promotion flow and opportunity between the services. Due to the variances in the officer population, Navy targets +/- 10% of DOPMA guidelines which are:

CAPT	50 percent	(40-60%)
CDR	70 percent	(60-80%)
LCDR	80 percent	(70-90%)

(Promotion opportunity to LT is typically 90-95%; to LTJG is "all fully qualified" and requires CO recommendation)

Given a fixed number of officers allowed to be promoted to each grade level, the Navy determines a promotion zone, based on seniority or lineal numbers, of those that will be considered In-Zone for a specific selection board. Each competitive category in the Restricted Line and Staff Corps will have its own vacancy numbers (requirements) and promotion zones. The most senior Below-Zone officer from the previous year's selection board will be the most senior In-Zone officer for the current board. Take, for example, that the Unrestricted Line has 1000 LCDR vacancies (requirements) for an upcoming selection board. Then suppose Navy policymakers establish the promotion opportunity for that board at 70%. A simple calculation determines that the Navy needs to consider 1428 LTs for 1000 LCDR vacancies to achieve an In-Zone selection rate of 70% ( $1000 / .70 = 1428$ ). Starting with the most senior In-Zone LT, the next 1427 LTs will be considered In-Zone.

Selection rates for In-Zone officers, however, are sometimes less than advertised (see page 2) due to the fact that boards may make a limited number of selections from above or below the established promotion zone. **(continued on pg 2)**

As you'll read throughout this issue, many of the promotion zones for this year's boards were pushed to the left (earlier). As a result, many officers are In-Zone a full year earlier than anticipated. Refer to ALNAV 081/96 for a listing of this year's zones.

With a basic understanding of how promotion zones are determined, and knowing they can and do fluctuate in size, you can see it is imperative to stay apprised of when you enter a promotion zone and ensure you review/update your record on a regular basis.

*D. Maslauski*

### ***FY97 LCDR Promotion Selection Board Opportunity and Selection Rates***

<u>DESIG</u>	<u>ABOVE ZONE</u>			<u>IN ZONE</u>			<u>BELOW ZONE</u>			<u>TOTAL</u>	
	<u>ELG</u>	<u>SEL</u>	<u>PCT</u>	<u>ELG</u>	<u>SEL</u>	<u>PCT</u>	<u>ELG</u>	<u>SEL</u>	<u>PCT</u>	<u>SEL</u>	<u>PCT</u>
1110	82	8	9.76	205	123	60.00	524	19	3.63	150	73.17
1115	3	0	0.00	3	0	0.00	5	0	0.00	0	0.00
1120	16	4	25.00	94	75	79.79	224	15	6.70	94	100.00
1125	0	0	0.00	0	0	0.00	3	0	0.00	0	0.00
1130	4	0	0.00	18	9	50.00	35	4	11.43	13	72.22
1135	1	0	0.00	0	0	0.00	2	0	0.00	0	0.00
1140	6	2	33.33	11	7	63.64	22	2	9.09	11	100.00
1145	0	0	0.00	0	0	0.00	2	0	0.00	0	0.00
1310	113	7	6.19	453	290	64.02	888	22	2.48	319	70.42
1315	9	0	0.00	36	9	25.00	78	0	0.00	9	25.00
1320	66	3	4.55	173	103	59.54	395	8	2.03	114	65.90
<u>1325</u>	<u>11</u>	<u>0</u>	<u>0.00</u>	<u>18</u>	<u>2</u>	<u>11.11</u>	<u>37</u>	<u>0</u>	<u>0.00</u>	<u>2</u>	<u>11.11</u>
<b>TOTAL</b>	<b>315</b>	<b>24</b>	<b>7.62</b>	<b>1017</b>	<b>618</b>	<b>60.77</b>	<b>2234</b>	<b>70</b>	<b>3.13</b>	<b>712</b>	<b>70.01</b>

#### ***Restricted Line (RL)***

1440	5	1	20.00	59	48	81.36	20	4	20.00	53	89.93
1445	1	0	0.00	0	0	0.00	0	0	0.00	0	0.00
1460	1	0	0.00	18	15	83.33	61	2	3.28	17	94.44
1465	0	0	0.00	1	0	0.00	0	0	0.00	0	0.00
1510	0	0	0.00	3	3	100.00	1	0	0.00	3	00.00
1520	7	3	42.86	32	23	71.88	53	2	3.77	28	87.50
1525	3	0	0.00	4	1	25.00	8	0	0.00	1	25.00
1610	9	1	11.11	25	20	80.00	46	1	2.17	22	88.00
1615	1	0	0.00	5	1	20.00	7	1	14.29	2	40.00
1630	13	4	30.77	45	29	64.44	79	3	3.80	36	80.00
1635	7	0	0.00	0	0	0.00	0	0	0.00	0	0.00
1650	7	2	28.57	11	7	63.64	20	1	5	10	90.91
1655	0	0	0.00	1	0	0.00	6	0	0.00	0	0.00
1700	25	6	24.00	72	45	62.50	125	5	4.00	56	77.78
1705	3	0	0.00	8	0	0.00	8	0	0.00	0	0.00
1800	9	3	33.33	24	16	66.67	45	2	4.44	21	87.50
1805	0	0	0.00	2	0	0.00	4	0	0.00	0	0.00
<b>TOTAL</b>	<b>91</b>	<b>23</b>	<b>25.27</b>	<b>310</b>	<b>208</b>	<b>67.10</b>	<b>482</b>	<b>21</b>	<b>4.36</b>	<b>249</b>	<b>80.32</b>

#### ***Staff***

2100	1	1	100.00	57	54	94.74	93	5	5.38	60	105.26
2105	9	6	66.67	213	194	91.08	607	10	1.65	210	98.59
2200	5	4	80.00	16	16	100.00	10	1	10.00	21	131.25
2205	20	17	85.00	60	57	95.00	137	6	4.38	80	133.33
2300	36	9	25.00	103	75	72.82	176	6	3.41	90	87.38
2305	24	2	8.33	48	13	27.08	87	1	1.15	16	33.33
2500	2	2	100.0	25	25	100.00	21	2	9.52	29	116.00
2505	3	0	0.00	20	8	40.00	49	1	2.04	9	45.00
2900	22	1	4.55	84	72	85.71	112	8	7.14	81	96.43
2905	33	1	3.03	60	31	51.67	102	2	1.96	34	56.67
3100	17	0	0.00	107	82	76.64	252	9	3.57	91	85.05
3105	32	0	0.00	20	4	20.00	41	0	0.00	4	20.00
4105	25	3	12.00	32	17	53.13	72	2	2.78	22	68.75
5100	11	3	27.27	30	21	70.00	102	2	1.96	26	86.67
5105	2	0	0.00	9	1	11.11	10	0	0.00	1	11.11
<u>STAFF LDO</u>	<u>3</u>	<u>1</u>	<u>33.33</u>	<u>14</u>	<u>8</u>	<u>57.14</u>	<u>26</u>	<u>1</u>	<u>3.85</u>	<u>10</u>	<u>71.43</u>
<b>TOTAL</b>	<b>245</b>	<b>56</b>	<b>22.86</b>	<b>898</b>	<b>678</b>	<b>75.50</b>	<b>1897</b>	<b>56</b>	<b>2.95</b>	<b>784</b>	<b>87.31</b>

# Education/Subspecialties & Joint Picture

**Education {PERS-440}: DSN 224-3321; commercial (703) 614-3321; fax (703) 614-4047**

**Joint {PERS-45J}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343**

## Subspecialty

Officers will be reviewed for assignment of proven subspecialties when processed for new PCS orders. The criteria for review requires that an officer is currently serving in a subspecialty coded billet and possesses a related subspecialty code. Officers who have not served in subspecialty coded billets, but believe they rate assignment of a proven subspecialty, must contact the applicable subspecialty primary consultant (points of contact can be found in the January 1997 issue of the *Perspective* or contact Ms. Pearley Hughes at DSN 224-3321 or commercial (703) 614-3321) to determine if they meet the criteria for assignment of a

proven subspecialty code. If those criteria are satisfied, they may write to BUPERS (reference your contact with the consultant) and request evaluation for a proven subspecialty. Your letter must outline duties and the duration period; applicable to the subspecialty in question. A command endorsement is required and should confirm the information. Requests should be mailed to:

Chief of Naval Personnel (PERS-440)  
2 Navy Annex  
Washington, D. C. 20370-4400  
Attn: Subspecialty Assignment & Review Officer r

LTJG Sheila Noles, PERS-440B

## Service College Update

Interested in attending an intermediate or senior level service college this summer? Seats are still available at some schools, but they are filling fast! So call your detailer now! Some service college graduates will follow-on to joint tours. Those officers requiring Phase II Joint Professional Military Education (JPME) will attend the Armed Forces Staff College to complete training. r

## Intermediate-level schools include:

Naval Command and Staff College	Newport, RI	11 Aug 97
Army Command and General Staff College	Fort Leavenworth, KS	23 Jun 97
Air Command and Staff College	Montgomery, AL	03 Aug 97
USMC Command and Staff College	Quantico, VA	28 Jul 97

## Senior-level schools include:

College of Naval Warfare	Newport, RI	11 Aug 97
Army War College	Carlisle Barracks, PA	26 Jul 97
Air War College	Montgomery, AL	27 Jul 97
USMC Top-Level School	Quantico, VA	30 Jul 97
National War College	Washington, DC	11 Aug 97
Industrial College of the Armed Forces	Washington, DC	11 Aug 97

## Foreign Service Colleges

Interested in foreign military strategy, international relations and diplomacy? How about spending a year of study abroad? Exciting opportunities for Unrestricted Line officers (LCDR through CAPT) exist to study naval warfare at various foreign service colleges (Phase I JPME equivalent credit is granted). Courses are usually taught in the host country's native language. Officers requiring foreign language training will attend the Defense Language Institute (DLI) in Monterey, CA prior to traveling overseas. Quotas are limited! Remaining 1997 and early 1998 seats are listed below:

College	Language	DLI Date	College Dates	Rank/Desig
Indian Defense Service Staff Coll	English	N/A	9706-9806	LCDR/1110
Brazilian Naval War College	Portuguese	9707	9801-9812	LCDR/1110
Japanese MSDF Staff College	Japanese	9707	9903-0003	LCDR/13xx
NATO Defense College (2 quotas)	English	N/A	9708-9802/9802-9809	CAPT/13xx
Royal Defense College	English	N/A	9801-9812	CAPT/1110
Royal Australian Navy Staff Coll	English	N/A	9801-9806	LCDR/1110
Japan Natl Institute for Defense Studies	Japanese	9801	9908-0008	CDR/13xx
South African Naval Command and Staff	English	N/A	9803-9812	CDR/1110
Inter-American Defense College	Spanish or Portuguese	9710	9808-9906	CDR/1110

Contact your detailer today to find out what school would be best for you. r

LT Jami Counter, PERS-440C

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## O Joint

### Five Commonly asked Joint Questions:

1. *Will I automatically become a JSO after completing my JPME and my joint tour?*

No. After completing joint education and experience your record will automatically be submitted to the JSO board for consideration as a JSO. The JSO board meets twice a year, in October and April to consider all eligible records. Your record will continue to be reviewed at every board until you are either selected or separate from the Navy.

2. *If I don't get selected at a particular JSO board does it mean that I never will become a JSO?*

No. Eligible officers' records are continuously screened before subsequent JSO boards until an officer resigns or is retired. The criteria for selection continues to be completion of full JPME, joint duty credit, and sustained superior performance in your designated community.

3. *How can I get JPME?*

There are two basic ways to complete your joint education. Attendance at either the National War College or the Industrial College of the Armed Forces will give you complete joint education in one step. The other route to JPME is through completion of a two step education process called respectively phase I and phase II. Phase I can be achieved by attending any U.S. Service College, selected fellowship, Foreign War College, or through attendance of a service school sponsored seminar program, or via a JPME non-resident correspondence course. Phase II is completed by attending the Armed Forces Staff College.

4. *Is there a time limit on phase I credit to get phase II?*

If you completed PJE phase I before 1989 and have not completed phase II by January 1994, you have lost all PJE credit for the purpose of JSO designation (ref. CJCSI 1800.01 01 Mar 96). Currently, no deadline exists if you completed your phase I after 1989. However, it is in your best interest to complete phase II as your career milestones allow.

5. *How are seats assigned at the Armed Forces Staff College?*

Seating for AFSC is very limited. On the average, the Navy is allotted only about 210 seats annually. Due to minimal seating, assignments must be carefully reviewed to ensure those officers entering the joint arena are afforded priority seating to complete their education. Congressional mandates dictate a minimum of 37.5% of all positions on the Joint Duty Assignment List be filled by officers who have completed full JPME or who are designated as JSOs. (This matter will be fully addressed in a future joint article) Based on these requirements, seating is assigned as follows:

- |  |   |
|--|---|
| 1) PCS en route to overseas Joint assignment | 4) TAD and return from a Joint assignment     |
| 2) PCS en route to CONUS Joint assignment    | (second-third year)                           |
| 3) TAD and return from a Joint assignment    | 5) PCS en route to a non-Joint assignment     |
| (within the first year of assignment)        | 6) TAD and return from a non-Joint assignment |

**The Joint Duty Assignment List on BUPERS Access.** The following procedure allows you to view Navy Joint Duty Assignments using BUPERS Access:

- |  |                             |
|--|-----------------------------|
| 1. Login to BUPERS Access (Using your PC/modem, call 1-800-346-0217). You will have to log in for account verification the first time. | 2. Select (1) for Detailers |
| The next time you log in (24 hours min) you will have full access.   | 3. Select (1) for JDAL      |

**Points of Contact.** Joint information questions should be directed to PERS-45J. E-mail address is: [p455@bupers.navy.mil](mailto:p455@bupers.navy.mil). Call or e-mail us at anytime, we are here to answer your questions! r

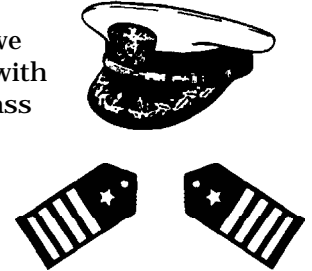
LCDR Alan Grace	PERS-45J	(703) 693-2345	DSN 223-2345
LT Mike Velasquez	PERS-45J2	(703) 614-2148	DSN 224-2048
LTJG Sean Kelliher	PERS-45J3	(703) 693-2312	DSN 223-2312



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168; {410/411/413/415/416} 8786

## O Captain's Corner

The past few months have been very eventful for the Surface Warfare community. As we continue to add DDGs, LSDs and MHCs to the fleet, our fleet continues its transition with many CLF ships transferring to the Military Sealift Command. The five CIMMARON class of jumbo oilers were recently added to the list of ships that will make this transition. For Surface Warfare Officers, this will eventually eliminate the CDR Command opportunities in the CLF community and reinforces the Division Officer Sequence Plan (DOSP) and Department Head Sequencing Plan (DHSP): junior officers should strive for a foundation within CRUDES or Amphib.



Additionally, many of you closely followed the Surface Commander Command Slating board that was held 14-15 January. This board received a fair share of publicity, some of which was inaccurate and caused much consternation within our community. The perception that this was a "descreening" board, as described in *Navy Times*, is patently false. A note of caution: *Navy Times* is not an official Navy publication and the SWO community issues discussed therein may not always be accurate. PERS-41 will continue to publish complete and accurate information in *Perspective*.

**CDR Command Slating Board.** This board was held to determine the next 101 Surface Warfare Officers to be slated for CDR command. The board of eight senior Surface Warfare Officers, headed by a Vice Admiral, carefully screened each outstanding record, and chose the best officers. Those selected will be slated to specific ships over the next 12 months and can expect to report to their ships 24 to 36 months after being slated. The officers not selected for slating have been counseled on the opportunities available to them. **No officer** was "de-screened" or "de-selected" for command by this board.

As explained in ALNAV 274/96, the decision to convene this board was made only after careful consideration by the senior SWO leadership. The Surface CDR Command bank is too large and needs to be reduced because of three separate factors:

- + the downsizing of the surface force by 75 surface CDR sea commands,
- + the need for officers to begin their command tours sooner in their career (at 17.5 years of commissioned service vice the current 18.5+ year point),
- + and the decision to extend command tours to 24 months from 20 months.

Several alternatives were rejected, including descreening officers or canceling the December 1996 CDR Command screening board.

**Promotion Zone Shifts to the Left.** In December, the promotion zones for each of the FY98 promotion boards (held in 1997) were promulgated. The zones for many officers shifted dramatically to the left (sooner). While this is good news for those fortunate enough to be selected for promotion, many Surface Warfare Officers will not be able to have an observed fitness report while in their next career milestone (department head for LCDR, XO for CDR, CO for CAPT) prior to their promotion board. Because of the number of officers involved, I am not able to make wholesale adjustments to PRDs and reslate officers to earlier assignments. However, letters for your official record will be signed by RADM Maslowski, PERS-4, notifying the promotion board of this situation. There is a precedent for these letters for the record, and the promotion boards will continue to select the top performers.

**Plan for Promotion NOW.** As each of you reviewed the last issue of *Perspective* (Jan-Feb 97), I hope it was evident how timing plays an important part in your career. A successful career is built upon proven performance at each level; however, you must move through your career path in a timely fashion, or you risk jeopardizing a promotion because of a late arrival to department head, XO or CO.



---

As general rule, you should have at least one observed competitive fitness report from the at-sea duty that precedes a promotion board. For instance, officers being considered for promotion to LCDR should have an observed FITREP as a department head.

I encourage each of you to:

- + consider when you will be in zone for your next promotion,
- + determine when that promotion board will convene,
- + determine the end of the reporting period of the previous regular FITREP, and
- + discuss the result with your chain of command and detailer.

**On the WEB.** In our continuing effort to improve communications with the fleet, PERS-41 is now on the Internet. Our Home Page is part of the BUPERS web site, and allows you to communicate with your detailer or placement officer by e-mailing them. You can also get their phone number and fax number, or review previous issues of *Perspective*. Our address is:

<http://www.navy.mil/homepages/bupers/pers-4/pers-41>

I will keep you updated on future improvements, which will include detailing presentations like those given during detailer visits, on-line duty preference cards, and answers to frequently asked questions. I want to stress that this is another means for you to reach us—we still answer mail, messages, and phone calls!

**Hail and Farewell.** I want to add my personal well done to the following departing shipmates for their outstanding efforts at PERS-41:

- CDR Ed Quinn, to attend the Naval War College Senior Course.
- LCDR Mike Johnson, en route to JCS in the Anti-Terrorism branch.
- LCDR Denny Wetherald, reporting to SHILOH (CG 67) as XO.
- LT Will Grotewold, going to HARPERS FERRY (LSD 49) as Operations Officer following Department Head School.

I also want to welcome the following new shipmates to PERS-41:

- LCDR Ed Delaney as the detailer for senior LCDRs (PERS-411B), after finishing his XO tour onboard ASHLAND (LSD 48).
- LCDR Bill Ault as the Pacific CRUDES Placement Officer (PERS-413B). LCDR Ault just completed his XO tour onboard USS VINCENNES (CG 49).
- LCDR Mike Fierro as the Atlantic CRUDES Placement Officer (PERS-413A). LCDR Fierro reported from the Naval War College and was previously the XO onboard USS OBRIEN (DD 975).
- LCDR Pete Grause as the new Sea Coordinator (PERS-412B), fresh from his LCDR CO tour onboard ORIOLE (MHC 55).
- LCDR Cynthia Thebaud as the Second Tour Division Officer Detailer (PERS-4121). She just finished up as Chief Engineer onboard HAYLER (DD 997).
- LT George Doyon reported as the Second Tour Division Officer Detailer (PERS-4122) after being relieved as Navigator onboard GERMANTOWN (LSD 42). r

Stay safe!

CAPT P. W. Marzluff, PERS-41  
Director, Surface Officer Distribution Division  
[e-mail p41@bupers.navy.mil](mailto:p41@bupers.navy.mil)

O Surface CDR  
{PERS-410}



**Congratulations.** Now that “board season” has ended for CDRs, congratulations are in order to all who screened for command in December. This is a major milestone in the Surface Warfare Officer career path, and competition remains exceptionally keen as demonstrated by selecting 80 officers from nearly 1,000.

**CDR Command Slating Board.** Our congratulations also to those shipmates selected by the Flag slating board for CY97 slating to their command tours. For those officers not selected for slating in '97, it is important to remember that officers in the unslated bank retain their full status as command screened officers. Additionally, these officers will appear before the slating board next year and, if screened, will be slated in CY98. As slating in CY97, in the majority of cases, will mean arrival in command in CY99, officers identified by the slating board remain eligible for detailing to the full spectrum of Navy and joint billets while awaiting the start of the PCO pipeline.



Of course, we will work to match your command tour to your stated preferences as well as to the ships available. So, if you're up for slating in '97, make sure PERS-410A has a current CO tour Duty Preference Card. To echo the comments made by CAPT Marzluff previously, the advent of the Flag slating board reflects the requirement to fit command screened officers more efficiently and effectively into the full range of available command billets.

**Assignments Following Shore Tours.** Regardless of an officer's command screening status, each and every one of us needs to come to grips with the fact that worldwide assignability is not an ideal, but a requirement of continued service. Sea, shore and even overseas tours must be part of an officer's career planning. As a general rule, you should expect to remain on a sea-shore rotation throughout your career. Even if going to sea or overseas is not your personal number one preference, the other two sides of the detailing triangle require equal attention. Ro-

tation to sea or overseas tours, particularly after a CONUS shore tour, is increasingly likely.

You can help us get you the best set of orders if you are prepared to be both realistic and reasonable when discussing options for your next assignment. Know what type of sea or overseas assignment might interest you, as well as being ready to talk about the possibility of that consecutive shore tour. Many things are within the realm of the possible, but some are more likely than others.

**New Detailer is Onboard!** A new voice is on the line at the 410A desk. CDR Mark Woolley relieved Ed Quinn in February. Mark has been the Surface Placement Branch Head (PERS-413) since arriving from a highly successful JCS tour in October. Mark's experience runs the gamut from overseas duty to service in DC—with lots of sea duty in between. He's a straight-shooter and I know you'll enjoy working with him. r

*CAPT R. L. Chapman, PERS-410  
Head, Surface CDR Assignments  
[e-mail p410@bupers.navy.mil](mailto:p410@bupers.navy.mil)*

## ○ Surface LCDR {PERS-411}



**XO Board:** As you receive this issue, PERS-411 will be making final preparations for the FY98 Surface LCDR CO/XO screening board. Post cards were mailed to all eligible officers and bank officers in early January 1997. If you have not received a post card and you believe your record should be before this board, please contact your detailer ASAP. The board convenes 31 March 1997 and should finish not later than 4 April. Selectees will be notified by letter. Individual results will be available immediately after the board has out-briefed with the Deputy Chief of Naval Personnel.

This board consists of 11 Surface Warfare Officers (1 Flag and 10 post command CAPTs and CDRs), as well as one Special Operations Officer and one Special Warfare Officer. They will consider the records of over 400 officers over all three looks, and will confirm the records of over 100 officers in the screened bank. The overall XO opportunity for each LCDR promotion year group is 70%. This 70% is broken down as follows:

- î half will be chosen on their first look,
- î 30% on their second look, and
- î 20% on their third look.

Some officers who screen for their third look will be screened for "Other Designated" XO tours. These jobs include:

- î BMU/ACU XO,
- î MPSRON CSO,
- î DCA on CV/CVN/LHA/LHD,
- î AUXO on CV/CVN, or
- î MPA on some CVs.

These officers are considered XO screened, will complete PXO school en route to their tour, and compete as XO screened officers for selection to CDR.

**XO Board Preps:** Maintenance of your service record fiche, your PSR and your ODC is *YOUR* responsibility and is critical for promotion and administrative screening boards. If you are before the March XO board, please fax recent FITREPs, recent awards, post graduate degrees, and letters to the board to our fax number: (703) 614-8786. We will ensure this information gets before the board. However, remember that after the board is complete, this information is destroyed by board services personnel, so copies should be sent also to the appropriate locations for permanent inclusion in your record (PERS-322). If you have any questions on how to permanently fix a problem with your record, contact us.

**Joint Professional Military Education Procedures:** LCDR Pat O'Rourke (PERS-411A) coordinates JPME quotas for PERS-411. To help dispel some of the

myths circulating, the following information is provided:

î JPME quotas are no longer tough to fill. With the increased emphasis being placed on completion of joint duty, assignment to one of the war colleges has become increasingly competitive and requires you to notify your detailer early.

î Initial quotas are pencilled in on a first come, first serve basis. Approximately six months prior to each class convening, the list is "scrubbed", standby quotas filled, and orders issued.

î XO screened officers have priority in assignment.

î Classes fill up well in advance. **We are booked solid** through the remainder of '97 and seats are going quickly for '98.

î Masters degrees are attainable at all institutions, with the exception of some of the foreign war colleges.

## ○ Surface Junior Officer {PERS-412}

**FY97 Surface Line Department Head Screening Board.** This year's Department Head Screening Board will convene 19 May 1997 to consider all SWOs in YG93 (first look), YG92 (second look) and YG91 (third look). Additionally, all officers previously screened for Department Head duties currently "in the bank" (officers who have screened but are not yet slated to a department head tour) will have their records reviewed to confirm sustained outstanding performance.

**Department Head Board Preps.** Department head screening is critical to your future as a SWO—make sure that YOUR record is accurate. Missing FITREPs, awards, outdated pictures have all proved to be tiebreakers in the past. Boards have considered an outdated or incomplete record as an indicator of the individual's motivation.

Check your entire record—microfiche and OSR. Any updates/additions to your official record received by PERS-412 before 0800, 28 April 1997 will be considered by the board. Officers desiring to communicate to the board in accordance with MILPERSMAN 220120 are encouraged to submit their correspondence well in advance of the first day of the board so

PERS 411 is assigned just 74 seats annually, allocated as follows:

#	School (class convene dates)	Location
37	Navy War College (Mar/Aug/Nov)	Newport, RI
4	Air Command and Staff (Aug)	Maxwell AFB, AL
18	Army Command and Staff (Jun)	FT Levenworth, KS
10	USMC Command and Staff (Jul)	Quantico, VA

Additionally, five seats to foreign war colleges, which grant full JPME Phase I credit, are also allocated. For further information, contact us.

**LCDR Detailer Shop Organization.** LCDR Ed Delaney recently reported and assumed duties as PERS-411B. The new organization is:

PERS-411	LCDR John Chandler (Branch Head)
PERS-411A	LCDR Pat O'Rourke (YG85 and junior)
PERS-411B	LCDR Ed Delaney (YG84 and senior) r

LCDR John Chandler, PERS-411  
Head, Surface Lcdr Assignments  
[p411@bupers.navy.mil](mailto:p411@bupers.navy.mil)

that we can review it for completeness prior to forwarding it to the board.

Our fax number is (703) 614-5185, DSN 224-5185. We receive several faxes each day, so please call to make sure your fax was received intact and legible.

**Active 03 Line Selection Board.** YG94 officers will be considered for promotion to LT by the Unrestricted Line LT Board, convening 21 July 97. The promotion rate to LT for 111Xs has generally met or exceeded the overall authorized opportunity, which is traditionally above 90%. The primary factors among officers failing to select are declining performance or a SECNAV approved resignation.

The promotion rate for 116X (non-nuclear) officers, however, traditionally averages substantially less. Again, officers with declining performance or SECNAV approved resignations are at risk. Additionally, officers who have significant shipboard experience but have not earned their SWO qualification, promote at a lower rate.

If you have not qualified for your SWO pin and have an approved SWO extension, and the reasons for your delay in qualification are not clear in the official record (FITREPS), you may want to consider forwarding a copy of your approved SWO extension to the selection board for consideration. This letter is not part of your official record and, as such, is not made

available to a selection board unless you send a copy to the board. The document will be considered by the Selection Board and destroyed when the board adjourns. Communication with Officer Promotion Board procedures are contained in MILPERSMAN 2220110. Please do not hesitate to contact us if you have any questions on your promotion status or preparing any correspondence for an upcoming board.

**PERS-412 Web Page and E-Mail.** We are up on the BUPERS Web Page with our own section within the PERS-41 Web Page. You can also send us e-mail by “clicking” on our respective e-mail addresses in our Web Page. Our amount of e-mail traffic is steadily increasing and we have found it a great way to pass unique information pertaining to individual career path questions or concerns. Our e-mail addresses are also listed in the back of this issue of *Perspective*.

In some cases, e-mail addressed to individual detailers finds its way into my e-mail in-box (PERS-412). When this happens, I will send the officer concerned a short reply advising him/her that their e-mail has been received and forwarded to the appropriate detailer for review and reply. **Keep sending us your traffic!**

**Hail and Farewell:** Some belated “fair winds and following seas” to LCDR Denny Wetherald, LCDR Hank Miranda, LCDR Mike Smith, and LT Will Grotewold as they leave BUPERS for their executive officer/department head tours. Many of you have already talked with their reliefs: LCDR Pete Grause, Sea Coordinator (PERS-412B); LCDR Ed Mullen, SWO (N) Detailer (PERS-412N); LCDR John Lauer, Shore Coordinator (PERS-412A); LCDR Cindy Thebaud, Second Tour Division Officer Detailer (PERS-4121); and LT George Doyon, Second Tour Division Officer Detailer (PERS-4122).

Thanks, shipmates, for your hard work on behalf of the hardest working JOs in the Navy! r

CAPT Rob Reilly, PERS-412  
Head, Surface Junior Officer Assignments  
e-mail [p412@bupers.navy.mil](mailto:p412@bupers.navy.mil)

## O Surface Nuclear {PERS-412N}



**Duty Preference Cards (DPC).** You should always keep a current preference card on file with me. Please do not underestimate the importance or value of your DPC; we use them prior to writing all SWO(N) orders. Whether you are going to a nuclear or conventional sea or shore duty assignment, the process starts with your DPC.

Slates are often written over a year in advance, so it is appropriate and important to submit a DPC for your next assignment as soon as you start your current tour of duty. Then, if your plans, preferences, or family situation changes, you can resubmit. As soon as CDR Janikowsky or I receive your preference card, we review it to ensure we understand it, match it against your last DPC and your recent conversations with us, compare it to the SWO(N) career progression, and then enter it into the computer so that when we call up your record, we also have your preference card available to help us work your next set of orders. We only use your most current preference card and there is no limit to the number of times you can update or change your DPC.

As an example, I recently completed the slate for first tour department heads going to their Principal Assistant tours between September 97 and March 98. I used your preference cards and the notes and additional information you provided us in the comments section to both build this slate and to slate the current Principal Assistants to their next shore jobs. We also used the DPCs to identify those officers who can and should go straight to their Executive Officer tours. Our goal is to match your preference card as closely as we can. The more information you provide and flexibility you offer, the better your opportunity to receive orders that are both compatible with your family concerns and beneficial to your career. However, the whole process can be held up if you do not have an updated DPC. Remember, at the start of any tour, you should send in a DPC for your follow-on tour. Mail or fax one today! Fax: (703) 614-5185 (DSN 224), Attn: LCDR Mullen, or (703) 614-8609, Attn: CDR Janikowsky.

**Prototype Duty.** Shore duty at prototype offers you an excellent opportunity to gain invaluable experience in the department head equivalent billet of Shift Engineer. On the back shifts in New York or Charleston, you'll be in charge of running the prototype and you report to the CO in the same way a Chief Engineer on a ship does. These tours do an excellent job of preparing you for the increased responsibilities of being a department head, hone your skills as a training expert and give you significant nuclear experience. Since your nuclear clock is reset at prototype, this is an excellent route to go if you are interested in pursuing PC Command. Prototype instructors obtain a “silver bullet” letter for use in obtaining orders for their first department head

tour. Given the availability on their department head slate, they will be assigned either their first choice of ship type, billet, or home port.

**Graduate Degrees.** Fully funded graduate education can be completed either through programs such as the Naval Postgraduate School or while instructing during a NROTC tour. These billets are very popular and often are filled up to 18 months in advance. Please contact me early if you are interested. You do not need to have either your SWO qualification or Engineer's Exam completed to start negotiating for your post JO shore duty orders. I currently have one University of Notre Dame NROTC instructor billet available for this summer.

If you are already past your first department head tour and do not have a master's degree, we need to consider trying to slate you into the Naval War College (NWC) in Newport, Rhode Island, where you obtain a master's degree in Foreign Affairs while also earning Phase I JPME credit. Due to the growing recognition of the importance of Joint Education, these classes fill at least 12-18 months ahead of time. If you are commencing your PXO pipeline and desire to attend the NWC en route to a post-XO joint tour, contact me as soon as possible so we can start to work on the timing required to obtain a quota for you.

**JPME Phase I Education.** An alternative to NWC for completing JPME phase I is via correspondence course. All the war colleges offer correspondence courses — call me if you're interested! For officers who have a master's degree and are looking to broaden their career portfolio, this course is an excellent introduction to Joint Duty and designed to be accomplished by officers who do not have Joint experience. Many SWO(N)s are completing one of these non-resident programs during their PA tour or post-PA shore tour. For more information about this program, call.

**Spot Promotion.** All CVN PA and CGN EO billets are spot LCDR promotion eligible billets. The new revision to SECNAVINST 1421.3G waives the previously-existing 90 day in-billet requirement. If you have orders in hand to one of these billets, your current Commanding Officer can recommend you for a spot promotion for your next assignment with a short letter of recommendation. I will forward this letter to the next Spot Promotion Board, which is held quarterly. If you have any questions regarding this policy or how to apply, please contact me.

**Command Qualification.** This important career milestone plays a significant role in enhancing your record for the CDR Command Board and for selection to CDR. Pursue this qualification as soon as possible in your XO tour and try to get it into your first XO FITREP. When you do complete your command qualification, contact me and fax me a copy of your letter as soon as possible.

**Department Head Board.** To amplify PERS-412, there are many SWO(N) LTs and LT-selects who can get SWO qualified by 19 May. (*cont. pg 41*)

## ○ Surface Placement {PERS-413}



**New Branch Head:** I have relieved CDR Mark Woolley as Head, Surface Ship Placement Branch. CDR Woolley is now the assistant CDR detailee (PERS-410A), and I fleetied up from the CRUDES LANT desk.

We have had some other changes within Placement:

- ↑ **PERS-413A.** LCDR Mike Fierro relieved me as CRUDES LANT.
- ↑ **PERS-413B.** LCDR Mike Johnson has been relieved by LCDR Bill Ault in the PAC desk (PERS-413B).

**Recent SWO JO Slatings.** PERS-412 assigns JOs by slates for first and second tour department heads, and second tour division officers. If you are expecting junior SWOs to fill any of these billets at your command, your placement officer will be able to identify your inbound officers from the approved slates. The current slating status for each group is:

<u>Tour</u>	<u>Latest approved slate</u>	<u>Next slate (approval month)</u>
2nd tour DH	May split, 9707-9711 EDA	Aug split, 9709-9802 EDA (May)
1st tour DH	DHS 149, 9712-9802 EDA	DHS 150, 9804-9805 EDA (May)
2nd tour divo	Jul-Sep, 9708-9712 EDA	Oct-Dec, 9711-9803 EDA (May)

Initial accession officers are assigned based on their SWOSDOC classes. Summer 97 ENSs from USNA and NROTC will report to ships between 9712 and 9805. The USNA graduates have been assigned ships while ship assignments for NROTC will be finalized in May. Desired en route SWOSDOC training should be forwarded to your placement officer within two months of these officers reporting to SWOS.



## New Placement Organization:

PERS-413 CDR Tom Carney (Placement branch head and CRUDESGRU staffs)  
PERS-413A LCDR Mike Fierro (Lant CRUDES and DESRON staffs)  
PERS-413B LCDR Bill Ault (Pac CRUDES and DESRON staffs)  
PERS-413E LCDR Allen Stubblefield (CLF, MW, PC, Training)  
PERS-413F LCDR Mike Barrington (Amphib staff and ships)

I look forward to hearing from you in the upcoming months. r

*CDR Tom Carney, PERS-413  
Head, Surface Ship Placement  
e-mail p413@bupers.navy.mil*

## ○ Surface LDO/CWO {PERS-414}



**Surface Warfare Qualification.** NAVADMIN 065/96 outlined the eligibility requirements, standards, and time-lines for individuals to attain the Surface Warfare Officer qualification and designation. The new requirement specifies which LDO/CWO designators are eligible to qualify as a Surface Warfare Officer.

Those officers who accepted the challenge and are SWO qualified should be justifiably proud of your achievement. This qualification will enhance your record for future promotion boards. For officers who did not have the opportunity to qualify and are excluded by this recent change, your continued contributions to your ship's war fighting capability through service as a repair locker leader, DCTT member, or bridge watchstander will continue to be viewed favorably. Bottom line, you get credit for your involvement and total contribution to your ship's wardroom. r

*CDR Paul Williamson, PERS-414  
Head, Surface LDO/CWO Assignments  
e-mail p414@bupers.navy.mil*

## ○ Special Warfare {PERS-415}



**FY 97 PCS Funds.** PCS money is tight and every move counts. If you have a FY97 PRD and haven't received orders yet, there is a good chance you will be extended until next fiscal year. Call me if you have questions.

**Homebasing for 1130 Officers.** Much has been published recently regarding homebasing. Where possible, I will support this policy, but there are still many 1130 billets, including operational ones, that are not in Little Creek or Coronado. Remember detailing is a three sided process, with needs of the Navy and your career also considered with your personal preferences.

**Post Graduate Education.** To augment the Jan/Feb Perspective, here's our share of JPME billets:

### 4 annual CAPT/CDR billets:

2 - Naval War College, Newport  
1 - National War College, DC  
1 - Industrial College of the Armed Forces (ICAF), DC

### 9 annual LCDR/LT billets:

5 - Naval Post Graduate School, Monterrey  
2 - Naval War College, Newport (LCDR)  
1 - Army Command and Staff Col, Ft Levenworth (LCDR)  
1 - Marine Command and Staff Col, Quantico (LCDR)

In addition, we have several foreign War College opportunities and selected billets/opportunities at major universities. These opportunities are highly sought after, so it pays to get your preferences to Margarethe or myself early.

### Assignment opportunities:

<u>Command</u>	<u>Rank</u>	<u>Billet</u>	<u>Fill date</u>
CNAVDODCOM	LCDR	Staff Plans	ASAP
USCINCSOC	LCDR	Ops Analysis	ASAP
NSWU-1	LT	Ops/Plans	ASAP
NSWU-1	LT	Plans	ASAP
SCIATTS RODMAN	LT	XO	ASAP
NAVSEA	LT	SpecWar	ASAP
NAVSEA	LT	SpecWar	ASAP
NSWU-4	LT	OPS	ASAP
EL SALVADOR	LT	SOF LNO	ASAP
NSWC Key West	LT	Instructor	9704
NSWC DET YUMA	LT	Instructor	9704 r

*LCDR Tucker Campion, PERS-415  
Head, Special Warfare Assignments and Placement  
e-mail p415@bupers.navy.mil*

## ○ Special Operations {PERS-416}



**Board Matters.** Congratulations to the officers selected for CDR Command in December. I will be working on the slating process next month. To those of you who are in zone this spring for either LCDR or CDR, the time to review your record is NOW! Order your microfiche and OSR and make sure you have a current photo in your record. If you are unsure if something is in your record, call me. I can verify AQDs and receipt of FITREPs from my desk.

**Money.** As many of you may know, PCS money is tight. If you have a summer PRD, there is a good chance you will be extended until next fiscal year. I am prioritizing all remaining FY97 moves and will try to move everyone on time.

**LDO/CWO.** The standard career path for newly commissioned LDOs/CWOs is: mobile unit → shore detachment → training command. With case-by-case exceptions, these are the first three tours you can expect to be detailed to. After that, you can expect to go either back to a mobile unit in a staff billet (R/T) or to other staff billets.

**Overseas.** There are numerous overseas billets available. All offer challenges and adventure. You can expect to serve at least one overseas tour in your career whether at a mobile unit, training unit, shore detachment or on a staff. I can personally vouch for the adventure you will experience from one of these challenging tours.

**Stay in Touch and Keep Charging!** I can be reached at DSN 224-8327/8; commercial (703) 614-8327/8; fax (703) 614-8786 (Attn: PERS-416). r

LCDR Gary R. Windhorst, PERS-416  
Head, Special Operations Assignments and Placement  
[e-mail p416@bupers.navy.mil](mailto:p416@bupers.navy.mil)

## Submarine Picture



**{PERS-42}: DSN 225-0687; commercial toll free 1-800-526-3583; fax (703) 614-8609**

## ○ Captain's Corner

I have three topics that I would like to discuss in this issue:

- The impact of the expiration of the "Nuclear Joint Duty Deferral."
- Diminished utility of the wardroom planning letter.
- Assignment expectations for Post Command Commanders and Captains (PCCs).



**Nuclear Joint Duty Deferral.** The Nuclear Joint Duty Deferral has expired as of 1 January 1997, representing a milestone achievement for our community. The deferral was provided as one of several transition tools to grow into the requirements of the Goldwater-Nichols Act of 1986. At that time, there were only 25 submariners with joint duty experience. The deferral provided a temporary measure allowing us to institute personnel management practices and comply with the new requirements. Our focus had been primarily on nuclear and submarine assignments, driven by manning shortfalls. We were successful in adapting to the new requirements and today we have nearly 400 submarine officers with joint duty experience. Given the limited number of joint duty billets and the demands of a forward deployed force, the maximum participation rate the URL may ever achieve is about 50%.

Expiration of this deferral will not impact our access to flag rank. We will continue to use "Good of the Service" waivers for our best officers who may not have the opportunity for joint duty. Promotion to all grades, including Flag, is and remains most strongly linked to sustained superior performance in hard jobs critical to the success of the Navy. Joint duty is one of several such assignments. The wide variety in the professional backgrounds of our present flag officers illustrates that there is no unique path to Admiral. Assignment to hard submarine shore jobs, such as Submarine Command Staffs, Nuclear Training Commands, NPEB and TRE teams will never be perceived as detrimental to career progression. Our future without the Nuclear Joint Deferral will continue to see maximum joint participation while meeting critical force requirements. And as always, our best officers will select to flag rank.

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**Wardroom Planning Letters.** These letters have become a part of our culture and I have always encouraged their use. However, during my nearly two years as your head detailer here in DC I have watched the information age begin to impact their relative utility for communicating your needs to our office and resolving issues requiring our attention. Those who communicate by e-mail, fax, JASS, and BUPERS Access tend to get quicker service and be more satisfied. Email is particularly effective. An email response from the Bureau has the same weight as a signed letter and can be generated, chopped and sent out in about a tenth of the time. While the format may seem unpolished at times, there's nothing informal about this medium from the BUREAU's point of view. So....

While I would very strongly encourage each of you to continue to do the careful planning for your personnel that has always been reflected in these letters, let me suggest that you use the latest technology available to communicate with us. Our email addresses are on the back page of this issue. Of course, we will continue to accept and respond to your input in whatever format you choose.

**PCC Assignment Expectations.** You should expect four years between your Commanding Officer and Major Command tours. In general, this will include two, two year tours. One of these tours will be sea intensive, one will be shore intensive. In the sea inten-

sive category I would place assignments as a Squadron Deputy, as a TRE Team or ORSE Board senior member, and Battle Group Sub Ops. This is the nominal flow path; there will be many exceptions to this "rule" but each of you should expect to be asked to do your part in these tough assignments. We recognize that most Command tours include significant deployment time and carefully weigh the schedules as we put together the slate to fill the PCC sea billets. But bear in mind that the road to major command screening is paved with the jobs I've listed above. On the shore duty side, the list of possible jobs is long, diverse and exciting. There are virtually no limitations: overseas, DC inside and outside the submarine community, Joint, STRATCOM, TYCOM staff...tell us what your interests are and together we'll map out a plan for the entire four years.

I have been impressed by the attitude reflected by your junior officers in the decreased number of resignation letters I've been reading. They all seem to have an appreciation for the importance of the submarine force mission and reflect a positive, professional attitude. Through your efforts and with the continued strong support from Congress and the Navy/DoD leadership we will retain the right number of high quality officers to keep this the best submarine force in the world. r

CAPT Mike Feeley, PERS-42  
Director, Submarine Distribution Division  
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## ○ Detailer Notes

### ***Professional Military Education***

In recent *Perspective* issues, and in the community status briefs we give in each submarine homeport, increasing attention has been paid to Professional Military Education (PME). Like graduate education, PME is gaining importance as a discriminator for promotion and assignment. This is because it helps provide the intellectual background and skills required to make sound decisions in command, staff and management positions.

Limited quotas and time constraints of our career path permit only a few officers to complete PME through resident study at service war colleges. Therefore, the majority of submarine officers must complete PME through non-resident programs. Two initiatives are being taken to incorporate PME into the submarine officer career path: inclusion of correspondence course modules into the Submarine Officer Advanced Course (SOAC) experience and the establishment of seminar programs in submarine homeports.

Starting this spring, students entering SOAC can enroll in the Naval War College's correspondence course. They should be able to complete at least 3 of 12 modules towards a NWC diploma and JPME phase I credit without interfering with the established SOAC curriculum. Officers will then have until the end of their post department head shore tour to complete the remaining modules. To facilitate completing the course, NWC seminar programs are being established in Pearl Harbor and Kings Bay. They already exist in Norfolk, San Diego, Washington DC, Monterey, and Everett, WA.

There is a complete revision to SECNAVINST 1421.3 Series due for publication in the near future which will contain these and other changes.

### ***Officer JASS has Arrived!***

The Job Advertising and Selection System (JASS) on-line detailing system is now in full operation and has greatly improved the Junior Officer shore



detailing process. As we have mentioned before, JASS is the first step toward the detailing system to be used in the future for the entire Navy. JASS advertises all of the billets which can be filled by submarine junior officers in a priority ranked fashion.

- PRI 1 jobs will definitely be filled on the current slate.
- PRI 2 jobs will be filled if enough JOs are on the slate to fill all of the PRI 1 jobs.
- PRI 3 jobs will not be filled on this slate. They may be filled on future slates, or may go unfilled by 1120s if assets are limited.

JOs rolling to shore duty can apply for specific assignments and rank their preferences for up to 99 different assignments. The slates will be done on a quarterly basis with the following approximate schedule for all slates (your PRD should fall within the window of slate you want to get on).

<u><b>SLATE</b></u>	<u><b>OPENS</b></u>	<u><b>CLOSES</b></u>
Jan - Mar	15 June	15 August
Apr - Jun	15 September	15 November
Jul - Sep	15 December	15 February
Oct - Dec	15 March	15 May

Despite the great communications improvement that JASS provides, you should still contact LT Michael Brunner at least three weeks before your slate closes to discuss your particular shore duty desires.

If your submarine does not have its own account on JASS, you can still access JASS via the site representatives listed at the end of this article; however, with JO shore duty detailing done EXCLUSIVELY via JASS you should get an account for your command as soon as possible. Follow these simple steps to establish a JASS account for your command. First, the software must be downloaded from the JASS Bulletin Board. The phone number is (202) 433-8411, (DSN 288). (If you encounter any problems downloading, the JASS help desk number is (504) 678-5511, (DSN 678), and it is manned 24 hours a day.) Second, the command representative must be designated in a letter with the following information: Grade/Rank, First and Last Name, SSN, PRD, Job Title, and Command UIC. The letter must be signed on command letterhead, and sent or faxed to the following address: BUPERS (PERS 4G - security section), FB #2 Navy Annex, Washington, DC 20370. The fax number is (703) 614-4364, (DSN

224). Note that though the procedure is similar to that used for BUPERS Access, the systems are completely different and entirely independent. Please give us your comments or suggestions.

#### JASS Site Representatives:

<u>City</u>	<u>Name</u>	<u>Command</u>	<u>Phone</u>
Bangor	MMCM(SS) Szlosek	CSG 9	(360) 396-4532
Groton	LT Michelet	SUBSCHOOL	(860) 449-3296
Kings Bay	ETC(SS) Cullen	CSG 10	(912) 673-2197
Naples, Italy	LCDR Jenkins	CSG 8	3981-724-4198
	or CTOC Jensen	CSG 8	3981-724-4191
Norfolk	MMC(SS) Belick	CSS 8	(804) 444-5328
	or ICCS(SS) Bond	CSS 6	(804) 444-5374
Pearl Harbor	ICCS(SS) Hurley	CSS 1/7	(808) 471-8126
San Diego	ICCS(SS) Wykstrom	CSS 11	(619) 553-8085
Yokosuka	LT Godbey	CSG 7	81311-734-9354
			81311-734-6608

### **Screening Board Changes**

Submarine screening board schedules have changed! In an attempt to ensure all normal reporting period fitreps are available before the respective board, the dates for the Major Command and Department Head Screening Boards have been reversed. Commencing this fall, the Department Head Screening Board shifts to October (YG92) and the Major Command Board moves to February. The next Major Command Board will be in February 1998. The FY98 CO/XO Screening Board has been moved from May to April 28.

### **Split Tour Opportunities**

Department Head split tours are an excellent means to broaden an officer's background and can enhance competitiveness at both promotion and administrative screening boards. Career enhancing opportunities include external split tours to either Submarine Liaison Officer (SLO) on a Carrier Group/Cruiser-Destroyer Group staff or Radiological Controls Officer (RCO) at a submarine repair facility (Tender, NSSF or TRF). Internal split tours aboard the same ship are approved on a case-by-case basis.

You should have completed 18-24 months of your department head tour to be considered for a split tour. Below are several split tour billets available over the next 12-15 mos:

<u><b>Billet</b></u>	<u><b>Activity</b></u>	<u><b>Location</b></u>	<u><b>Avail Date</b></u>
SLO	CRUDESGRU Three	San Diego, CA	9803
SLO	CRUDESGRU One	San Diego, CA	9804
SLO	CARGRU Four	Norfolk, VA	9804
SLO	CARGRU Five	Yokosuka, Japan	9810
SLO	Western Hemisphere Battle Group	Mayport, FL	9810

For best results, contact LCDR David Kirk at least 9-12 months prior to your requested split tour rotation date.

## SEMINAR Program

The Senior Minority Assistance to Recruiting (SEMINAR) Program is an excellent tool for increasing diversity in the ranks of our sailors and officers. Highly qualified minority officers negotiating permanent change of station orders can request to take part in this program through their detailee. The officer will be assigned for temporary duty to a recruiting station in his hometown where he will support minority recruiting efforts. This is an excellent way to return to tell friends, educators, etc. about the benefits of a submarine career. In most cases, travel allowances and per diem will be authorized. Due to the impact on the community and potential recruits, only officers with excellent records and personal appearance will be selected. Contact your detailee for more information.

**SOAC Dates.** SOAC dates are as follows. Contact LCDR Dave Kirk to discuss SOAC class dates and department head assignments at (703) 695-4048 or DSN 225-4048.

<u>Convene</u>	<u>Graduate</u>
28 APR 97	26 SEP 97
09 JUN 97	07 NOV 97
21 JUL 97	19 DEC 97
02 SEP 97	13 FEB 98
03 NOV 97	17 APR 98
05 JAN 98	05 JUN 98
23 FEB 98	24 JUL 98

**PNEO Examinations.** The following are dates for upcoming PNEO exams. Contact LT Spencer at commercial (703) 695-4331 or DSN 225-4331 to schedule an exam.

03 MAR 97	17 MAR 97
07 APR 97	21 APR 97
05 MAY 97	19 MAY 97
02 JUN 97	16 JUN 97

**Prospective XO Class Dates.** Call LCDR Butch Howard at (703) 695-0688 or DSN 225-0688 to discuss PXO assignments.

<u>Convene</u>	<u>Graduate</u>
28 APR 97	06 JUN 97
30 JUN 97	08 AUG 97
02 SEP 97	10 OCT 97
27 OCT 97	05 DEC 97
05 JAN 98	14 FEB 98
02 MAR 98	10 APR 98

## Spot Promotion Program

There has been some confusion regarding recent changes to the Spot Promotion Program. The FY97 Dept of Defense Authorization Act gave the Navy permanent authority to promote officers serving in certain billets to the grade of LCDR for the duration of the period in which the officer is assigned to that billet. However, it did not authorize the permanent appointment of those officers to LCDR. Upon detachment from a spot promotable billet, the officer returns to his original paygrade unless he has been selected for promotion through a regular, statutory promotion board. r

## Aviation Picture



### O Captain's Corner

The Board season is upon us. The First Statutory board CAPT commenced in January with the CDR set for March and the LCDR in May. The Aviation Administrative Boards follow. The last issue of *Perspective* did a great job outlining what to review in a record and how to order copies of your microfiche and PSR. I can't stress enough what a valuable career investment you make by ensuring an accurate record goes before a selection board. Your detailers can be a great resource in preparing your record.



DOPMA Grade Relief was also outlined in the last *Perspective*. There are significant changes in the size of the screen groups. Contact your detailee to see when you are in zone for your next statutory/administrative board.

The dates of this year's Administrative Boards:

Aviation Major Command	23 JUN-27 JUN
Aviation Command	04 AUG-15 AUG
Aviation Department Head	22 SEP-26 SEP

### A quick update on current issues:

**TERA.** We've received numerous questions concerning TERA. While TERA is authorized in law through FY99, it is not funded for FY98 or FY99. If TERA funding is not restored, we will most likely return to our pre-FY94 policy of offering continuation on active duty to twice failed to select (FOS) LCDRs. This will permit those officers to serve until retirement eligible at 20 years of service.

**Retirement 101.** Okay, pop quiz time. When considering retirement from the blue suit club, you should consult (a) your IRA; (b) your main squeeze; (c) MILPERSMAN 3860280. While any answer above may be correct, the most correct answer is (c). Requests for retirement should be re-

ceived 6 months prior to your PRD or nine months in advance if your desired date is prior to your PRD (unless your command is willing to accept a gap). When you are within months of your PRD, we assume you are interested in a follow-on assignment and we begin actively working orders.

**FITREPs.** There is a FITREP working group reviewing the new system. Selection Board members have made numerous recommendations to the working group, and we expect an announcement "process improvement" modifications soon.

**Training Command.** Greater fleet requirements for strike aviators have resulted in an increased manning authorization for our training command squadrons. To ensure we have TRACOM fully manned for production in FY98, detailers will make instructor assignments a top priority. Due to the delta between billets and LTs to fill them, we will be forced to reduce manning of some 200 downwind jobs of "lesser criticality." (Did you know there's currently over 20 fleet squadron skippers with a VT/HT tours under their belt? And another 11 selected for future command last August).

We look forward to serving you. Please stop by and visit if you're in Washington.

*CAPT Bob Besal, PERS-43  
Director, Aviation Officer Distribution  
e-mail [p43@bupers.navy.mil](mailto:p43@bupers.navy.mil)*

## ○ Aviation CDR Detailer {PERS-431}



I'm excited to have checked in as the new CDR Detailer. As most of you already know there is a shortage of commanders throughout the Navy, starting right here in PERS-431. Best wishes to CDR "Reef"

Pokorny who departed for his CVW command training track and to CDR Kendall Card who is beginning his nuke power pipeline in Orlando. Both men did a terrific job here at BUPERS.

The key to successful detailing is to make your desires known as early as possible. CDR Frank "Tinman" Munoz (PERS-431A) details P-3/VQ folks and most non-screen TACAIR commanders. CDR Brian "Bull" McCormick will check in next month as PERS-431B and will handle Helo folks and share the non-screen TACAIR commander load. I am responsible for detailing pre-screen, screened, and post-screen TACAIR folks. If you get confused as to which detailer to talk to, just call, write, or e-mail anyone in the office and we will sort it out.

In order to maximize your options, contact us 6 to 9 months prior to your PRD. This is especially important if you are planning to retire. **Retirement requests submitted within six months of your PRD will likely be disapproved and you will receive orders.** The reality of the situation is relatively simple; most (not all, but most) Post Command CDRs will receive follow-on orders to sea duty. CDRs who didn't screen can also expect at least one set of orders to sea. The priority for filling billets is: 1) Shipboard billets, 2) Sea going staffs, 3) Bringing people back to CONUS from overseas assignments, and 4) Joint education/assignment.

Are things all doom and gloom? Certainly not. If you enter the detailing process early, and with reasonable expectations, you can expect to receive orders that provide a challenging assignment that meets your career and family needs. As always, contact us with any questions. r

*CDR Miller, PERS-431  
Head, CDR Assignment  
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## O Aviation OCM {PERS-211V}

**Aviation Continuation Pay (ACP).** The addition of several previously ineligible sub-communities to the FY97 ACP program has greatly increased the pool of first time ACP eligible officers. While it is a "good news" story that we are able to spread the payments among several new sub-communities, not all officers within these sub-communities are ACP eligible. One of the most frequent questions we receive concerns how we determine who is eligible to receive ACP, both on an individual and sub-community basis.

Aviation Continuation Pay (ACP), commonly known as the bonus, is a monetary incentive utilized to commit an officer to the Navy through the completion of his or her department head (DH) tour. It is not an entitlement, nor is it an automatic for an aviator in a bonus eligible sub-community.

The ACP program is constructed by the Aviation Community Manager and briefed via Secretary of the Navy to the Secretary of Defense. To determine which sub-communities are bonus eligible, the required retention rate to meet out year sub-community DH requirements is compared to the sub-community Cumulative Continuation Rate (CCR). CCR is a measure of the propensity of an officer entering the 6<sup>th</sup> year of service to remain until the 11<sup>th</sup> year of service. When the observed CCR is less than the required retention rate, that sub-community is deemed critical, and following SECDEF approval, offered ACP.

This year's program was designed to meet FY00 department head requirements. That is, we are attempting to influence the retention behavior of officers who will serve as department heads in FY00. This is a key point that is often overlooked by aviators already selected for LCDR or department head who call and ask why they are not ACP eligible. The reason is that the program is designed to obligate aviators who are perceived to have not yet been committed, either by obligation or career timing, to department head tours.

In many sub-communities, the number of applicants exceeds the number of available contracts. To ensure the most efficient use of limited ACP funds, applicants within each sub-community are ranked by performance history to develop an order of merit that is used to award the finite number of contracts available. It is important to note that this is not a preliminary LCDR or department head screening i.e., failure to receive a contract does not equate to future failure to select for promotion or department head. Once again, a finite budget necessitates close program management.

In closing, we're looking hard at potential enhancements to the current ACP program, especially in light of future DH requirements and junior year group populations accessed for an aviation force structure smaller than that which we are now projecting. Concurrently, we will continue to exploit every measure to ensure an equitable expenditure of finite ACP resources to fulfill naval aviation's requirements. r

CDR Rick Ryan (Pers-211V)  
Aviation Officer Community Manager  
e-mail p211v@bupers.navy.mil

**VF**

With spring rapidly approaching now is the time to order and update one's record. Many individuals who planned on being "in zone" for CDR and LCDR next spring are now being looked at this March (CDR) and May (LCDR) due to DOPMA grade relief. DOPMA, or the Defense Officer Personnel Management Act of 1980 set ceilings on the number of commissioned officers by rank and length of service, and this year there is a one time adjustment which will promote individuals earlier and ultimately, to flag rank in less time, prior to reaching the

mandatory retirement age. Net effect for you and me is that some of us will be promoted, and paid, a year earlier than originally forecast. Please call me if you are unsure as to when you will be "in zone" for promotion, otherwise if you are up for promotion this year you will receive by mail a copy of your PSR and instructions for ordering your microfiche and making changes to your record. Please review these carefully as promotion boards are just too competitive to trust your record to luck.

Inevitably, an expanded promotion zone will affect who is looked at for Aviation Command Screen and Department Head Screen. As of this release we do not have a definitive cutoff for either Board. When these individuals are identified, your commands will be notified and I will follow up with a letter notifying you of being "in zone." Good luck to all of you up for promotion! r

LCDR Ariza, PERS-432G  
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## Naval Postgraduate School

Due to an aviator shortage and PCS funding constraints PERS-432 is restricting the number of officers it is sending to NPS for the remainder of FY97. Hopefully, by the next edition, additional PCS dollars will be found to support the NPS program. I apologize to all those officers that have been negatively impacted by this decision. I will continue to work with your detailer to ensure you remain on our scopes and tracking toward orders. The current fiscal difficulties will not affect FY-98. We are still looking for Pack plus officers to attend NPS in Jan of 1998.

## War College

There is some good news; the war college budget is safe. I have the funding to support sending aviators to the various domestic and foreign war colleges. The Japan War College slot for FY97 is still available, DLI 9707 class start in 9903. This is a perfect detail for a post- DH LCDR with time to kill. Please contact your detailer or me if you're interested in attending.

The FY98 foreign war college slate is out. If you are interested in attending one of the following please call me.

DLI	School	Class Start Date
9804	French	9902
9804	Brazil	9901
9806	Chile	9901
N/A	Canada	9807
N/A	RN (UK)	9807 r

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## VAQ/VA

Based on my vast wealth of experience as a detailer for all of six months now, I fully understand why the perception of the detailer as a "split-tongued liar" is so common--because the truth in the Navy changes daily ... sometimes hourly!

Billets I can offer you today can be taken before you call me back tomorrow. As soon as you accept orders to your second or third choice, it is almost inevitable that an unadvertised billet at your first choice will be posted. Of course, if you wait for something to open, you will inevitably get backed in to a corner, and you will be a prime candidate for the "needs of the Navy." Priority fills change so abruptly that orders that are impossible to open today are mandatory immediate fills tomorrow. I have found that the only constant in the detailing game is that consistently strong performance records "earn the right" to have more options available to them and will significantly help you avoid the "hard-fills."

The good news is that VAQ community needs (manning squadrons and the FRS) continue to take priority over other less desirable, "hard-fill" needs of the Navy. The bad news (if you want to call flying EA-6Bs bad news) is that community needs will be filled at the expense of some other individual desires. Another constant is that the community can let about 10% of its top performers take career enhancing orders out of Whidbey Island. Others, if not given the chance to fill a community need, will be vulnerable candidates to help fill less desirable needs of the Navy billets. This community manning priority will prevail until we establish a steady stream of CAT 1s from Pensacola to continue to man all VAQ squadrons at desired readiness levels. As we increase the number of CAT 1s going through the FRS, all commands need to be fully on board with rolling first tour LTs to the FRS as instructors as soon as possible. Of course, this should not interfere with that officer's opportunity to earn a competitive early promote (EP) recommendation prior to his departure. r

LCDR Brian "Hinks" Hinkley, PERS-432K  
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## VFA

We've nearly reached the goals for squadron manning that have been in work for over two years at BUPERS. By the time you receive this publication, you should have four department heads in your squadron and a phasing plan to have 18 pilots aboard for deployment. In addition, plans and accessions are being developed to place an additional officer in each squadron's administrative department. Many of the Strike Fighter Tactics Instructors that stood up the program at their Weapon's Schools will be rolling to their fleet SFTI tour in 1997 and there should be at least 1 SFTI per air wing in the next year. From a manpower perspective, our combat readiness in the fleet has never been higher.

Congratulations to those officers who will be "in-zone" for promotion earlier than expected. There were substantial increases in the promotion zones at the CAPT, CDR, and LCDR levels. Promotion opportunity is similar to previous years so we expect to have more Hornet pilots promoted to fill the various billets which require strike fighter expertise. This will mean that competition at the command screen and department head screen boards will remain fierce, so ensure that your record is correct before the board convenes.

The demand for Hornet pilots still exceeds the number of officers available. Please get your preferences to me 9-12 months before your PRD so I can work to find the billet you desire. Speedy and I enjoyed talking face to face with many of you during our winter visits to Lemoore and Cecil and look forward to seeing more of you this spring. r

LCDR Mike White, PERS-432F  
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## **HELO (Sea)**

I would like to take this opportunity to introduce my relief, LCDR Rudy Lupton. Rudy comes to the Bureau from his Department Head tour at HC-8 in Norfolk. Many of you will find his name in your logbooks from HT-8. You will be in very capable hands with Rudy. I will still be in the office as the Sea Coordinator (p432r@bupers.navy.mil) until May. Rudy will be able to check with me when you tell him about that "C-12 flying job" that "Ski" or I promised you.

The advice Pete left when he introduced me last September still holds. Performance is the secret to success and your next set of orders. Detailing to career enhancing jobs comes from sustained performance and community reputation. I will add that timing can affect access to jobs. But timing can be adjusted under the right circumstances and with enough lead time.

Unfortunately, your detailer can not know all the nuances associated with your career or foresee the future. As money continues to dry up, the lack of PCS funds could play a role into the order process. Get in the habit of checking and maintaining your record. Order your fiche and PSR regularly. Ensure that your record is complete. Most records that go before the board are incomplete and negatively impact your promotion chances. Monitor your zone and board dates. Promotion zone projections are published annually and are a moving target in response to fleet requirements. They can be used to plan and discuss your timing issues but must be viewed for what they are ... projections. My last recommendation is that you should visit your detailer. Come see the process to understand the limits and capabilities of your advocate in the Bureau.

I have enjoyed my short opportunity to work with you. Stay flexible and go after the hard jobs. I'll see you in the fleet. r

*LCDR J. D. Spitz, PERS-432H  
e-mail p432h@bupers.navy.mil*

## **VAW/VRC**

**New Detailer.** LCDR Chris Plummer here. I would like to give a sincere thanks to LCDR Ken "Blood" Kloth for a superb job well done. I learned a great deal and had a lot of fun as I hooked up to the fire hydrant during our passdown. I assumed the duties as Hawkeye/Greyhound detailer on 18 October 1996. I arrived from a CAT 1A tour with the World Famous Wallbangers of VAW-117 at Miramar. Prior to the Bangers, I was an FRS instructor at VAW-110 and a nugget with the VRC-50 Foo Dogs at Cubi Pt, Philippines.

The TRACOM is critically undermanned and all Aviation Communities have been asked to do their part and provide instructors to support the life blood of Naval Aviation. VAW/VRC aviators are doing a superb job in all areas of the TRACOM and are a highly sought after commodity. As always, one of our highest priorities is to maintain a flow of the Communities' best to the FRS and CAEWWS. There is a critical need for pilots and Group II NFO's at VAW-120. If you are a sharp, pilot or Group II experienced, Junior Officer rolling out of a Fleet Squadron in the near future, the FRS needs your talent and experience.

Packages were sent to those individuals in zone for CDR/LCDR containing PSRs and information on how to update your records. Please call me if you did not receive a letter. For the rest of you, it is never to early too correct your record. If you are up for a Board in the next couple of years, get a head start and order your microfiche and OSR now and ensure it is accurate.

I look forward to meeting and talking with you. If you have any questions, please do not hesitate to call or drop me an e-mail.

## **Warfare Transition**

My predecessor, LCDR Ken Kloth, did a superb job revamping the Aviation Warfare Transition Board which should be reflected in section 1820240 of the MILPERSMAN in July 1997. The Transition Board is held twice a year in June and December. If you are interested in the June 1997 Warfare Transition Board, ensure your package is at the Bureau PERS-432 no later than 01 April 1997. You may request a transition to two aircraft. Ensure your package includes an endorsement from your Commanding Officer and a letter from a Flight Surgeon stating that you are medically qualified to fly the aircraft that you are requesting. Transitions are based solely on the needs of the Navy, your record, and your request. During the December 1996 Transition Board, 39 requests were received and 10 transitions were offered to VAQ, VP, VS, and VF. The June 1997 Transition Board will be the last opportunity for YG90 to apply. This is based on an individual's ability to complete transition training, a nugget tour and remain competitive for LCDR. If you have any questions please call give me a call at DSN 224-8708 or e-mail me. r

*LCDR Chris "Plumbob" Plummer, PERS-432E  
e-mail p432e@bupers.navy.mil*

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## VS

It's that time of year again to start gearing up for the upcoming boards. I have sent out letters to all of those in zone for the FY98 CDR and LCDR boards. Ensure your photo is current (within current grade) and order your microfiche and PSR. I'm always amazed at the number of ENS pictures and missing FITREPs I see at these boards. For those of you in zone for LCDR it is not too early to start putting in your preference for department head. The preference I'd like to get is only a preference on coast selection e.g., (1) Japan, (2) West, (3) East.

In my opinion naval aviation has some real challenges to overcome. We are going to have to continue to do more with less. This will dramatically affect how we negotiate your next job. The current number of traditional aviator billets at sea or on shore far out number individuals available. This delta in billets to bodies requires naval aviation to prioritize where we send our highly talented and sought after people. For naval aviation and particularly carrier naval aviation to continue to send aviators to sea to do their mission, we are going to have to ensure certain commands are adequately manned. The commands I'm writing about are the Training Command and the carriers. Without these we can neither train the pilots and naval flight officers to man our squadrons nor deploy them throughout the world.

If you are coming out of your first tour you can most likely expect to go to a flying job. This job will be either flying an S-3B within the community or the training command. For those of you finishing your first shore tour you should be looking for one of the better and more challenging jobs on the carrier. These jobs include ANAV, OPS Admin, Shooter, TAO, Assistant Air Ops and Assistant Strike Ops. All of these jobs will allow you the opportunity to breakout, learn another side of carrier aviation, and achieve some additional qualifications such as OOD or TAO. It is never too early to start talking to me about your next set of orders. r

*LCDR Evan "Growler" Piritz, PERS-432S*  
*e-mail [p432s@bupers.navy.mil](mailto:p432s@bupers.navy.mil)*

## HELO (Shore)

The most sought after detail by department heads is to a "good job." Even COs and XO's continually ask me to take care of their guys with a "good job." But, at no time, has anyone offered a definition of a "good job." A "good job" to me would be one with gentlemanly work hours, weekends, and holidays off, no deadlines, no budget worries, no phone, no traffic, no stress and three mountain hops a week. No one else will admit that is what they mean by "good." After further prodding, it turns out they are looking for a "hard job" not a "good" one. Be careful what you ask for! My advice to department heads who want to stay in the hunt for aviation command is go to one of the following three categories of due course ("hard") jobs:

#1) A major Navy staff; formerly known as a "DC tour," (I've changed the term since two-thirds of the DC jobs are moving) —OPNAV, NAVAIR, BUPERS.

#2) Any Joint staff, with or without war college en route (not a prerequisite).

#3) A community fill job such as FRS XO, Wing OPS or COS, TYCOM, etc. (best if you have previously done #1 or #2).

History supports my advice: 33 of 35 helo pilots, who screened for command on last year's board, were serving in a billet from one of those three categories (the other two were serving in subspecialty payback tours for their NPS degree). So if ungentlemanly hours, working weekends, traffic jams, deadlines, budget worries, stress and no chance to fly are what you are looking for, hurry up and contact me—"good jobs" go fast.

Most of the billets listed in my last three *Perspective* articles are still available. So brush off the dust, take a look, and give me a call. r

*LCDR Dave "Moses" Maloney, PERS-432Q*  
*e-mail [p432q@bupers.navy.mil](mailto:p432q@bupers.navy.mil)*



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**VQ**

Spring is just around the corner and so are the new expanded zone promotion boards. By the time of this printing the CDR Board will have convened with results expected in late July, maybe earlier, but definitely before the Command Screen Board in August. How's that for a detailer answer. For the LCDR Board in May and the LT Board in July there is still time for you to order your microfiche, to check your record, and to send in those updated beautiful black and white full length khaki, "I'm so cool but this pose makes me look like a geek" photo. Check the MILSPERMAN or the January-February *Perspectivtve* on how to accomplish this career enhancing task. If the above words "expanded zones" did not make you "weak in the knees" then obviously you are one well organized and fully informed long range planner. If you are still wondering what I am talking about then let me be the proverbial three pound sledgehammer that most of us need from time to time and bring this to your attention, **YOU MAY BE UP FOR PROMOTION AND NOT KNOW IT!** There, I feel better ... I was told shortly after starting this job that you can predict the future non-selects. They will be the ones calling 1-2 weeks before the board asking if their record looks OK or if they send this FITREP/photo can I make sure it gets to the board on time. Enough said?

It looks like VQ is going to have to join the ranks of the rest of the aviation community and participate in the Department Head Screen Board in September. This means that after you make LCDR, your record will be evaluated once again, but this time only against your VQ year group.

If you do not operationally screen, you will be offered a miscellaneous DH tour, i.e., VT, TACRON, VC, and others. This looks like the wave of the future. The good news on boards is that VQ is being very pro-active in ensuring proper community representation on as many boards as possible.

Being the detailer, I have been told and observed many things, but none more important than, "it doesn't matter what job you have done or are doing as long as you perform". Performance is the **only** key to promotion. Yes, there are perceptions out there that one job is better than the other but if you're not in one of those jobs and try your best to out perform that "better" job, then that speaks volumes to a board. Enough of the "Gipper" speech. Over the next six months I will be traveling to you. I will bring your ODCs and PSRs with me and listen to all your concerns. Hope to see you in the fleet. r

LCDR Brad Steele, PERS-432U  
[e-mail p432u@bupers.navy.mil](mailto:p432u@bupers.navy.mil)

**VP**

We'd like to take this opportunity to say farewell and thank you to LCDR Rich Fite as he departs and heads off to VP-47. Best of luck in your department head tour. LT Dave Smith has moved from shore to sea VP detailer. Welcome aboard to LT George Vassilakis. (If I can spell and pronounce it, so can you). George comes from the USS KITTY HAWK and is the new shore detailer.

Those of you who are in zone for CDR and LCDR should have received a packet by now that explains how to review, update or correct your record. Please take the time to review this material. If you have any questions, please call me sooner than later.

Many questions have surfaced lately about transferring from the disassociated sea tour. Rest assured that the placement officers and detailers are doing everything possible to ensure you transfer in time to meet your next career point. YG86 department heads may have noticed that their orders are for 30 months vice 24 months. This will also be the case for all follow-on year groups.

Everyone has probably heard about the FY97 PCS funding shortfall. As a result of this, cross fiscal year funded PCS moves are generally not supported anymore.

Just a reminder concerning career path timing. YG plus 11 is still the target for being in your department head tour. YG plus 10 is department head screen. Everyone should review where they are in their career and what they need to do to reach these milestones. If you have any specific concerns, please call your detailer to discuss them. r

LT Dave Smith, PERS-432P (VP Sea)  
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LT George Vassilakis, PERS-432I (VP Shore)  
[e-mail p432i@bupers.navy.mil](mailto:p432i@bupers.navy.mil)

## ACIP

Since arriving at the Bureau, I have received numerous calls concerning aviation career incentive pay (ACIP) and flight gates. Most of the concerns regard months of operational flying (MOF) required to meet an individuals' "gate". The following chart displays the current ACIP gate system. To determine your correct gate, you must first know the commencement of your aviation service entry date (ASED). The ASED is the date an officer first reports on competent orders to the aviation facility having aircraft in which the officer will receive flight training leading directly to the award of an aeronautical designation. In most cases this is the check-in date at your first VT.

The DoD Authorization Act of 1989 created a new gate structure, increasing the MOF requirement for the 12 and 18 year gate for all aviators whose aviation service entry date (ASED) came after 2 October 1985. Originally, the 12 year gate required 108 MOF in order to receive continuous ACIP through 18 years of officer service. This requirement, however, was reduced to 96 MOF by the DoD Authorization Act of 1996.

The purpose of the new gate system was essentially to require more operational flying duty during the early stages of a military career for an officer to remain entitled to continuous ACIP. With the increased requirements of the new "gate" system, which will start to take effect in October 1997, it is ever more important to take into account DIFOPS vs. DIFDEN assignments when planning your careers. If you have any questions please call or e-mail me at any time. r

LT James F. Sloan, PERS-432D  
e-mail [p432d@bupers.navy.mil](mailto:p432d@bupers.navy.mil)

### ACIP GATE CHART

ASED prior to 3 Oct 79				ASED is 3 Oct 79 through 2 Oct 85				ASED after 2 Oct 85			
old gate system								new gate system			
ASI	YRS FROM ASED (GATE)	MOF	* CONTINUOUS ACIP THRU	ASI	YRS FROM ASED (GATE)	MOF	* CONTINUOUS ACIP THRU	ASI	YRS FROM ASED (GATE)	MOF	* CONTINUOUS ACIP THRU
B	12	72	18					o	12	96	18
E	18	108	22					P	18	120	22
D	18	132	25					Q	18	144	25

transitional gate system			
ASI	YRS FROM ASED (GATE)	MOF	* CONTINUOUS ACIP THRU
S	12	72	15
T	15	108	18
E	18	108	22
D	18	132	25

#### Notes:

1. If your ASED is prior to 3 Oct 79 or you had 6 years or greater of flying on 1 Oct 91 (ASED is 3 Oct 79 through 2 Oct 85), you qualify for continuous ACIP under the old gate system.
2. If you had less than 6 years of flying on 1 Oct 91 and your ASED is between 1 Oct 79 and 2 Oct 85, you must complete 9 years of flying prior to 15 years of aviation service to qualify for continuous ACIP under the transitional gate system.
3. Your ASED is after 2 Oct 85 under the new gate system.

\*Note: Continuous ACIP is paid thru an officer's total years of officer service

# Restricted Line, Staff Corps, TAR

CAPT HICKEY – DSN 223-1231, COMM (703) 693-1231

e-mail: [p445@bupers.navy.mil](mailto:p445@bupers.navy.mil)

CDR JOSEPH – DSN 223-1232, COMM (703) 693-1232

e-mail: [p445b@bupers.navy.mil](mailto:p445b@bupers.navy.mil)

LCDR SCHAUDER – DSN 224-3916, COMM (703) 614-3916

e-mail: [p445d@bupers.navy.mil](mailto:p445d@bupers.navy.mil)

fax: DSN 223-1230; commercial (703) 693-1230

## ○ Engineering Duty {PERS-445}



WORLD WIDE WEB HOMEPAGE:

<http://vislab-www.nps.navy.mil/~edo>

### EDO Web Page

There is a lot of good information on the EDO web page and it is a great way to keep in touch with the community. Some of the info on the homepage; Flag bios, promotion board statistics, job list, etc. There are currently 505 users listed and we are processing new passwords every day. If there is something you would like to see, let us know!

### ED Community Opportunity

Engineering Duty Officers provide the Navy the highest caliber technical, acquisition and industrial leadership to meet national defense needs. We provide technical expertise, practical engineering judgement, and business acumen to the research and development, design, acquisition, construction, life cycle maintenance and modernization of ships and ship systems, combat/weapon systems, ship and shore electronics systems, and space warfare systems. The ED career opportunities are vast and diverse. The following summarizes some of the unique programs within the ED community:

- **Strategic Systems Programs (SSP):** Mission is to design, develop, produce and support Navy's Submarine Launched Ballistic Missile Weapon (SLBM) Systems. They provide total life cycle support of the weapon system. Duty stations include Washington DC (Hdqs.), SP Sunnyvale Ca, SP Magna Utah, SP Omaha, Nebraska, etc. Your Ultimate Career Objective should be Strategic Systems Program Management.

- **ED Dolphin:** Provides training and qualification in submarines for EDOs who are not submarine qualified. Requirements include Radiation and Submarine Physical, Submarine Officer Basic Course, SSBN refit and patrol, Nuclear ship superintendent qualification, Naval Shipyard tour, NAVSEA Indoctrination,

complete ED Dolphin Journal and an Oral Examination. Your Ultimate Career Objective should be CO Naval Shipyard/Fleet Maintenance.

- **Nuclear Reactors Representative (NRRO):** Mission is to build a cadre of ED Officers experienced in wide range of highly specialized engineering fields associated with naval nuclear propulsion plant design, operation and support. The program is for individuals who have no previous nuclear experience and whose ultimate career objective is Naval Shipyard CO. Individuals request NRRO duty will be detailed to an Industrial Facility NRRO office for a tour for 18-24 months, prior to attending ED Basic and beginning EDQP at a different industrial facility.

- **ED Diver:** Areas of expertise are Salvage and Towing, Deep Ocean Search/Recovery, Pollution, Underwater Ship Husbandry. Requirements include Diving Officer Interview, Diving Physical, Physical screening test, Hyperbolic pressure and oxygen tolerance test, indoctrination dive. Duty stations include Naval Shipyards, Supships, Fleet Staffs, NAVSEA OOC, EDU Panama City FL, etc. Your Ultimate Career Objective should be CO Supship/SUPSALV/Program Management.

- **Total Ship Systems Engineering (TSSE)/Ph.D:** These advanced academic programs feed into the Program Management/Systems Planning RD&E career field. ED's who complete TSSE/Phd program can expect to do tours in NAVSEA 03, Naval Surface Warfare Centers, Program Offices, and Supships leading to an ultimate career objective of Acquisition Program Manager.

The above programs are provided to help individuals attain their ultimate career objectives through qualification in specific areas. While they do not preclude movement into new areas, they provide expanded opportunity while allowing an officer to focus on the future. Interested? Call or e-mail your detailer! r

## ○ Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 224-4869; commercial (703) 614-4869 fax: (703) 693-0163



### ***Aerospace Engineering Duty Officer (AEDO 1510)***

AEDO's are the Navy's aerospace acquisition professionals. As members of the restricted line community they ultimately compete with Aerospace Maintenance Duty Officers (AMDO) and the unrestricted line to become major program managers and Depot commanders. As program managers they have total responsibility for developing, testing, producing, and supporting front-line aircraft, weapon, and space systems. As Depot commanders they are responsible for a budget of over half a billion dollars and over 3500 employees.

The career path to these commands is wide and varied. As LCDR and CDR AEDs can expect to serve in billets involving acquisition and readiness at the Naval Air Systems Command, Naval Aviation Depots, RTD&E facilities, Defense Contract Management Commands, space activities, and fleet staffs. Some of these billets involve flying.

Transfer into the community is accomplished by applying to the semi-annual Lateral Transfer/Redesignation board that meets in April and October each year in accordance with MILPERSMAN article 1020150. Applications are due 60 days prior to the board.

Applicants must come from aviation warfare designators with strong competitive records. Four years of operational experience are strongly desired. Department head experience, technical bachelors degrees and post-graduate education are not required, but significantly enhance any application. Test pilot school is also desirable. **The primary criteria for selection is strong performance as a fleet aviator or NFO.** Technical postgraduate education and selection to test pilot school may occur after selection to the AEDO community. Target year groups are 84-90.

For more information contact LCDR Clay Snaza, AEDO Community Manager, DSN 664-1680 x2180, commercial (703) 604-1680 x2180. **E-mail:** [snazacj.nimitz@NAVAIR.navy.mil](mailto:snazacj.nimitz@NAVAIR.navy.mil) Or CDR Dave Wooten, AEDO Assignments Officer, DSN 224-4869, commercial (703) 614-4869. **E-mail:** [p446b@bupers.navy.mil](mailto:p446b@bupers.navy.mil) r

### ***Lateral transfer opportunity***

The Public Affairs community is looking for high quality naval officers who want to be at the front line of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you. Most officers (approximately 98%) enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. Although the application deadline for the April board has passed, the following board meets 14 October with applications due by 1 August. Application guidelines can be found in MILPERSMAN 1020150. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO detailers, CDR Paul Weishaupt or LT Kelly Merrell at (703) 614-2708 or DSN 224-2708.

## ○ Public Affairs {PERS-448}

DSN 224-2708; commercial

(703) 614-2708; fax: (703) 614-5186



Congratulations to our new PAOs picked up on last October's board: LT Laurel Falls, LT William Motsko, LT Jensin Sommer, LT Lisa Braun and LT Jeff Davis. Welcome Aboard!

### ***Public Affairs Today***

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on issues affecting their careers and families.

Public Affairs Officers are assigned all over the world. Many serve on large staffs, such as a fleet commander-in-chief, or as the PAO for a large naval base or station. The billets are located afloat and ashore - aircraft carriers, type commands, numbered fleets, major shore commands, headquarters activities and joint staffs. r

## O METOC {PERS-449}

DSN 224-0520/1 commercial;

(703) 614-0520/1 fax: (703) 697-0992

e-mail p449@bupers.navy.mil



### Records Check

Having recently completed preparations for the CAPT selection board, CDR and CAPT Command Screening Boards and CDR Selective Early Retirement Boards it became very clear that the most pervasive problem faced by candidates were incomplete service records. LCDR Frailey and I went to great lengths channeling information to the Presidents of the respective boards—that is our job. But remember, it is YOUR responsibility to ensure that your record is complete. The Jan/Feb edition of *Perspective* outlines how to order, interpret, and correct your microfiche and Performance Summary Record (PSR)—both must be up to date to completely tell your professional story to a board. Do not assume that because a FITREP is in your microfiche it is necessarily in your PSR, or vice versa. If you expect that your latest FITREP is not in “the system” you may include a copy as an enclosure in a letter to the President of the respective board. This will ensure that they are considered with the remainder of your record. The Detailers will assist - but again, it is your responsibility!

### PCS Funding Shortfall

METOC, like all communities, is currently under funded in our FY97 PCS requirements. Additional funding may become available later in the year, but in the meantime plan on extending into FY98 if you are not on sea duty or at school. If additional funding is provided, we will work diligently to get your orders out ASAP.

### Challenging Unfilled Billets for FY97/98

<u>Billet</u>	<u>Rank</u>	<u>Fill Date</u>
Deputy Superintendent U.S. Naval Observatory	CDR	9706
National Imagery and Mapping Agency (formerly DMA)	LCDR-CDR	9707/9807
CNMOC Equipment Programs	LT-LCDR	9702
OIC Diego Garcia	LT-LCDR	9711
Office of Naval Research	LCDR-CAPT	9706

### Detailing Trips

Upcoming Detailing trips include CAPT Swaykos' visits to Rota and the EUCOM theater (April 97) and Norfolk (May 97). We would like to encourage officers to bring their spouses to the community briefings and to individual detailing sessions. This is a great

opportunity to have your spouse meet “they.”

### New Junior Officer Detailer

Farewell to LCDR Lisa Frailey, who departs in April to serve as Staff Oceanographer for COMCARGRU 6 in Mayport, FL. Welcome to LCDR Paul Stewart, reporting from Norfolk, VA. Paul served as a Surface Warfare Officer onboard USS CONSTANT (MSO-427) and USS PRINCETON (CG-59) before attending Naval Postgraduate School and laterally transferring to the METOC community. As an 1800, he served as the Technical Services and Fleet Services Department Heads at NPMOC Pearl Harbor, and completed a deployment with USS GEORGE WASHINGTON (CVN-73) as Staff Oceanographer for COMCRUDESGRU 2. LCDR Stewart will begin his BUPERS tour in Washington DC, and will move with BUPERS to Millington, TN in 1998. r

## O Cryptology {PERS-4410}

DSN 224-3404; commercial (703) 614-3404

fax: (703) 697-0992



Our greatest challenge for FY97 is finding innovative ways to use limited PCS funding. With many officers affected by the current PCS funding shortfall, a dramatic paradigm shift in the detailing process is required to simultaneously meet Navy needs, individual career needs, and individual desires. Working closely with the cryptology community sponsor, COMNAVSECGRU, we are executing the following strategy:

- (1) Maximize no cost, local area PCS transfers.
- (2) Solicit one-year extensions where it makes sense.
- (3) Transfer Sep 97 NPGS graduates in FY98 (Oct 1997).
- (4) Prioritize moves in the following order: Fleet readiness, Joint, service colleges/NPGS/DLI, CO/XO, command closures/activations, isolated tours, major Navy staffs, RSOC/MGS, all others.
- (5) Involuntary extensions for those officers whose next assignment is below the funding line on the prioritized move list. Officers not moved will be given priority consideration in FY98.
- (6) Maintain a prioritized listing of officers involuntarily extended in order to take immediate advantage of additional PCS funding should it become available.



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Some of the ramifications of the PCS funding shortage are:

- (1) PRDs are difficult to break. Funded cross-FY transfers are nearly impossible.
- (2) Field station contact reliefs are becoming the exception.
- (3) Emergent requirements (new billets or billets vacated unexpectedly) will not normally be filled until the following FY, unless a no cost/low cost option is available.
- (4) Within the context of successful career development (combination of leadership, operational and technical assignments), individual career planning must include the inevitability of extensions and no cost, local area transfers. Ergo, geographic areas that offer a variety of career enhancing assignments, i.e., Washington DC, Norfolk, San Diego, and Hawaii, should be on everyone's duty preference card.

As always, fleet readiness is our number one priority and the strategy discussed above fills all critical billets for FY97. If you have any questions, we encourage you to contact your detailer. r

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### **Alpha Roster Update**

The Alpha Roster has been recently updated. It can be accessed on INTELINK (via JDISS), and is located under the ONI Home Page. The

Alpha Roster provides information on intelligence officer assignments, including name, rank, current billet, and PRD. The Alpha Roster should be used only as a tool for career planning with your detailer. The PRDs on the Alpha Roster are subject to change and unfilled billets are not listed. The Alpha Roster is available in text format which can be downloaded into a spreadsheet or word processing document.

### **O Intelligence {PERS-4411}**

**DSN 224-3072/3; commercial (703) 614-3072/3**

**fax: (703) 614-2198**



### **Senior Intelligence Officer Moves**

The following highlights recent senior intelligence officer moves for FY 97:

- n CAPT Tom Bortmes relieved CAPT Bob Simeral as the CINCPACFLT N2 in January.
- n CAPT Bob Simeral relieved CAPT Jack Lautenschlager as the Commander of AIC in February.
- n CAPT Jay O'Brien relieved CAPT Phil Mott as CINCLANTFLT N2 in March.
- n CAPT Phil Mott relieved CAPT Wayne Perras as EUCOM Deputy J2 in March.
- n CAPT Lautenschlager and CAPT Perras will retire.

### **Senior Officer Billets**

Please contact CAPT Darrah if you are interested in any of these assignments:

### **Junior Officer Billets**

Please contact LCDR Exner if you are interested in any of these assignments:

<u>Rank</u>	<u>Billet</u>	<u>Location</u>	<u>Fill</u>
<u>Date</u>			
CDR	SR JOIC	Naples	9710
LCDR	DEVGRU	Va Beach	9707
LCDR	COMPATWING 1	Kamisea	9710
LCDR	COMNAVFORKOREA	Chinhae	9710
LCDR	USCINCCENT	Riyadh	9805
LCDR	COMUSNAVCENT	Bahrain	9710
LCDR	USS BLUERIDGE	Yokosuka	9710
LCDR	JICPAC	Pearl Harbor	9710
LCDR	COMPATWING ONE	Kamisea	9710

<u>Rank</u>	<u>Billet</u>	<u>Location</u>	<u>Fill Date</u>
LT	NCIS	Yokosuka	9710
LT	FITCPAC	San Diego	9710
LT	CVW-3 TARGETEER	Va Beach	9802

### **Leaving Active Duty?**

Continue your naval career in the Navy's premier reserve program, the Naval Reserve Intelligence Program. Contact the Reserve Intelligence Program Officer (RIPO) where you will be locating or CDR Steve Workman, TAR Detailer, at DSN 224-3072, commercial (703) 614-3072. r

## Communication is the Key

Those of you who have had the opportunity to make it to the OP Road Show this year may have noted a whole slide dedicated to this subject ... with good reason! Good communication between you and your detailer is the key to ensuring that the detailing process meets your needs as well as those of the Navy.

The best means of communicating with your detailer is still a good, old-fashioned, face-to-face talk. Stop by and visit the Office of Supply Corps Personnel located in the Navy Annex in Arlington, Virginia. Make use of the interviews that are offered in conjunction with the OP Road Show when it comes to town. Or, for a not-so-old-fashioned face-to-face talk, OP also has a video-conferencing system online right in the office. Call LT James Irwin at (703) 695-6320 for more information on the VTC.

The most common method of communication is to get your detailer on the phone. Try to call early in the morning (around 0700) as things tend to be little quieter then and most detailers are in the office. A list of detailers for each paygrade can be found on pg. 39. If you have any questions, our receptionist, Ms Pamela Stover, can be reached at DSN 224-2862/3/4, or commercial (703) 614-2862/3/4, or (800) 438-3640.

## Other ways you can communicate with OP

How about the Internet? Each staff member at OP can be reached via e-mail. Just type the name you see above, substituting underscores ( \_ ) for each space, and, then, "@navsup.navy.mil". LCDR Pritchard's e-mail address would look like this:

lcdr\_jeff\_pritchard@navsup.navy.mil

If you don't know who to address your e-mail to or don't have an Internet address ... OP downloads messages from SALTS twice daily. You can select the OP SALTS account by scrolling down the alphabetical list to:

BUPERS SUPP DETAILER OFFICER

or by sending e-mail to:

[sop@salts.icpphil.navy.mil](mailto:sop@salts.icpphil.navy.mil)

NAVSUP OP also maintains an electronic list server. Subscribing to the list server is similar to putting your name on a company mailing list. You will get everything that is released to that list of subscribers. This a terrific way to get the

## ○ Supply Corps {PERS-4412}

DSN 224-3471; commercial (703) 614-3471;  
fax (703) 614-8477



latest Supply Corps news including Flashes, promotion lists, and orders announcements, very quickly. And subscribing is very easy ... follow these steps:

1- Initiate a new message in your e-mail that has access to the internet (including SALTS)

2- Address the message to [listproc@server.fmso.navy.mil](mailto:listproc@server.fmso.navy.mil)

(Note: SALTS users must add this address to their E-mail directory prior to initiating the new message)

3- DO NOT PUT A SUBJECT LINE IN THE MESSAGE!

4- The body of the message should read as follows:

subscribe NAVSUPOP-I <your E-mail address>

(e.g. subscribe NAVSUPOP-I

[lt\\_james\\_irwin@navsup.navy.mil](mailto:lt_james_irwin@navsup.navy.mil))

(Note: the "-I" is a lower case L ... vice a number 1)

Send the message and that's it! You will get a confirmation and welcome message within 1 day.

And, finally, let's not forget the US Postal Service. Make sure your detailer has an updated Duty Preference Card. You can send this (as well as all correspondence) to your detailer at:

NAVSUP Office of Personnel (PERS-4412)  
Navy Annex, FB #2  
Washington, DC 20370-5000 r

## ○ Chaplain Corps {PERS-4414}

DSN 225-4415;  
commercial (703) 695-4415  
fax (703) 614-4725



## May 1997 Indefinite Active Duty Extension

Active duty chaplains desiring to remain on active duty beyond their first tour Obligated Service Agreement (OSA) must request indefinite active duty extension. Guidance for extension request is referenced in MILPERSMAN 1030150. Active duty chaplains with an OSA 1 OCT 97 - 30 MAR 98 must submit paperwork to the Chief of Chaplains (PERS-4414). This paperwork includes your request, your Commanding Officer endorsement and an updated ecclesiastical endorsement. The request for indefinite extension must be received NLT 30 APR 97. Chaplains not requesting indefinite active duty extension must submit to PERS-4414 a request for release from active duty (MILPERSMAN 3820150 refers).



### **Record Review**

Effective immediately, upon written request PERS 4414 will provide a record review to individuals who have once failed to select for promotion.

### **Record Maintenance**

It is never too early to review your record for the next board. The following are items to review closely:

**Photograph.** The requirement to submit a photograph is now within three months after acceptance of each promotion vice the old requirement of submission within one year.

Photographs can be submitted on NAVPERS 1070/10 and sent to:

Bureau of Naval Personnel (PERS-313C)  
2 Navy Annex  
Washington DC, 20370-3130

**Fitness reports.** If you are missing a fitness report from your microfiche send a copy to:

Bureau of Naval Personnel (PERS-322)  
2 Navy Annex  
Washington DC, 20370-3220

If you have any questions about fitness reports, call PERS-322 at DSN 224-1196/2476 or commercial (703) 614-1196/2476.

**Microfiche.** You cannot order your microfiche by phone or by e-mail because your signature is required. Fax ordering can be done at DSN 224-8882 or commercial (703) 614-8882. For questions call PERS-313D at DSN 224-3654 or commercial (703) 614-3654. r

**O CEC {PERS-4413}**  
**DSN 224-3635; commercial (703)**  
**614-3635; fax: (703) 695-7639**



### **LCDR Board Date Change**

The LCDR Board will convene on 5 May 97. This is a change from a earlier promulgated date. Ensure you allow enough time for record review and update.

### **LDO/CWO Program**

Things are looking brighter for the CEC LDO/CWO program! Beginning this year and through the out-years, we are projecting 3-4 quotas each for selection into the CEC LDO and CWO communities. This is a great improvement from last year when we were unable to make any new selections. Applications are due on 1 August.

### **Record Review and Update**

A LT photo and you're before the CDR promotion board? No indication that you completed your graduate degree? Your best FITREP missing from your record? Don't let things within your control damage your chances for promotion or selection.

If your record is missing your Seabee Combat Warfare qualification, acquisition certification levels, or professional registration (PE, EIT, RA), send copies of certificates to your detailer for record update.

As you review your microfiche, it should be noted that it will not include professional registration certificates, CECOS courses, individual acquisition courses, or warfare qualifications. Registration and warfare pins will be reflected as qualifications on your Officer Data Card (ODC) and Performance Summary Record (PSR).

### **Acquisition Courses and Certification Levels**

Completion of acquisition courses, acquisition certification levels, and membership in the Acquisition Professional Community (APC) are critical to ensure that you maintain maximum flexibility for your next set of orders as well as strengthen your professional record.

The acquisition certification process will be changing in FY98. If you are close to meeting a certification level, it is best to complete this fiscal year. Certification levels which are completed prior to the change will most likely be "grandfathered." Otherwise, additional courses may be required to meet certification. In addition to attending courses, requirements may also be met through the fulfillment process. This option will not be available after 30 September 97. Additional information on alternative methods for course completion is on the Defense Acquisition University Home Page at <http://www.acq.osd.mil/dau/>

The NFCTC database maintains a listing of all of your completed courses. However, there is not an automatic link between the NFCTC database and your BUPERS personnel record so the correct acquisition levels may not be documented in your record. If your record is missing the appropriate acquisition levels, contact your detailer or LCDR Addison at DSN 224-3635 or commercial (703) 614-3635 for assistance in the process. r

## ○ Medical {PERS-4415}

**Medical Corps: (703) 695-7960**

**Medical Service Corps: (703) 695-9004/5/7**

**Dental Corps: (703) 695-9100**

**Nurse Corps: (703) 695-7703**

**Medical Placement: (703) 695-5837**



### **Medical Corps (MC)**

**Medical Corps (MC) Future Opportunities.** In FY98 there will continue to be limited availability of Command tours for all medical corps officers as the downsizing effort makes its impact. Challenging and rewarding senior level operational/executive medicine tours exist. The following is a list of those positions becoming available in FY98:

<u>Command</u>	<u>Rank</u>	<u>Billet</u>
2nd Fleet	CAPT	Force Surgeon
COMUSNAVCENT	CAPT	Force Surgeon
COMNAVSURFPAC	CAPT	Force Surgeon
CINCUSNAVEUR	CAPT	Fleet Surgeon
Flt Surg Teams (Norfolk, San Diego)	CAPT/CDR	CATF Surgeon/OIC
HSO Norfolk	CAPT/CDR	Medical Officer
BUMED	CAPT	Medical IG
MARFORPAC	CAPT	Force Surgeon
I & II FSSG	CAPT/CDR	Force Surgeon
I MARDIV	CAPT	Force Surgeon

Contact CAPT Golembieski regarding these opportunities.

**Department Head Afloat.** If you are currently a primary care specialist completing your utilization tour, exciting opportunities exist for you to practice and lead in the operational environment. Positions will be opening in the future as Department Head on large deck amphibious ships. Contact your detailee to explore these opportunities. r



### **Medical Service Corps**

**Graduate Education.** Graduate education programs remain a high priority within the Medical Service Corps despite the PCS funding shortfalls. Graduate education is one key to success and many options are available for interested individuals. The FY98 graduate program at Baylor University, San Antonio is an outstanding program involving a one year didactic phase followed by a one year residency program. Candidates interested in applying should review BUMEDNOTE 1520 for additional guidance.

The Naval Postgraduate School (NPS), Monterey, California provides a superb alternative to those candidates wishing to earn a graduate degree with specialization in Operations Analysis, Financial Management, Manpower Management, Information System Management, Material Management, and Education and Training Management. Candidates desiring to attend should communicate with their detailee and the specific specialty leader of the program in which they are interested. The Duty Under Instruction (DUINS) is a third alternative and is also governed by BUMEDNOTE 1520. A final option for training is a one year fellowship provided in several subspecialties and designed to provide specialized training in areas of value to Navy medicine. Upon completion of any training program, detailers will assign graduates into an appropriate tour where the training the officer has received can be best utilized. Your detailee stands ready to provide you guidance and information concerning any of the graduate programs.

As we go into the second quarter of the fiscal year, there are many questions from the field concerning orders and PCS funding. There may be situations where there are two individuals in the same command and one will transfer at their PRD and the other is held until October. Many factors could cause this apparent inequity. For example, if one individual is ordered into an independent billet where the incumbent has an approved separation, the billet must be filled. Where another member is going to a major medical center, the billet might more readily be gapped. Overall our priority continues to remain the same: (1) training such as DUINS, Baylor, NPS, and service colleges; (2) operational billets such as surface ships, fleet marine force, and fleet surgical teams; (3) Overseas; and (4) CONUS. If your situation is unique, please don't hesitate to contact your detailee. r



### **Nurse Corps**

**The Impact of DOPMA Grade Relief on the Nurse Corps.** Most of you know that DOPMA grade relief legislation was a part of the FY97 Defense Authorization Act. Congress authorized an increase in the grade table which is the numbers of LCDRs, CDRs, and CAPTs allowed on active duty. This was done to meet increased requirements for field grade officers in the URL, improve promotion timing and opportunity in the URL and give NC equity with other staff corps. Until this legislation passed, NC field grade authorizations were limited to 1.9% (as a percentage of the Corps) for CAPT, 7% for CDR and 19% for LCDR.

Contrast this with other staff corps (except for MC and DC, communities not regulated by DOPMA) who have 4-5% of their corps as CAPTs and 10-11% as CDRs. For a history of how this disparity came about, please see RADM Loeffler's article in the January-February 1997 *Perspective* as well as the Navy Nurse Corps *Director's Update*, January 1997.

### **DOPMA grade relief will have immediate and long term effects on the NC:**

Immediate effects—4% of the Corps will be CAPT with the addition of selectees from the FY98 board. Billets will reflect this increase in grade. For the first time, enough CAPTs will be available to fill a range of assignments in command, headquarters, and tri-service billets.

Long term effects—NC will not have to "borrow" field grade from the URL and other communities to maintain minimal promotion opportunity and satisfactory flowpoints. In FY97 NC required compensation for 11 CAPT and 160 CDR authorizations. Flowpoint to CDR and CAPT will improve, providing opportunity for a full career that includes operational, clinical, administrative, and executive paths.

If there is a reduction in force structure, the NC will reduce proportionately while retaining enough seniority to carry out essential functions and missions. r



### **Dental Corps**

**Moves to Training.** This is an area that has caused a lot of confusion in the past. Let's see if we can help clear things up. Every officer must meet the Minimum Activity Tour (MAT) requirement for their particular duty station before they move to training. In certain cases (overseas locations, FMF tours and shipboard tours) this is the same as the Prescribed Tour Length (PTL). In these cases BUPERS will not issue you orders to training until your PRD. For example, if you and your family accepted three year orders to NDC Yokosuka in the summer of 1994, and your rotation date is June, 1997, you can move to a training site no sooner than June, 1997 (your PRD). Applicants may be considered 1 year in advance of the MAT.

Sometimes, the MAT differs from the Prescribed Tour Length. For example, at a CONUS Naval Dental Clinic, MAT is 24 months but the PTL is 36 months. If you accept orders in June 1997

to a CONUS dental clinic, your PTL is 36 months and your PRD will be June 2000. However, you can move to training after you have completed 24 months at this duty station. (That's when you will meet MAT). So, let's say you were not selected for training in our previous scenario and you accepted orders to BDC Fallon, NV, moving in June 1997. You cannot apply for training the summer of your move because you must serve at least 24 mos at Fallon before you can move again. In the spring of 1998, you can again apply for training and, if selected by the board that meets that summer (1998), you can move to training in June, 1999. If not selected, you still have another year left on your tour (because your PRD is June, 2000) to apply for training again in the summer of 1999.

As a general rule, there are three ways to keep yourself eligible for a move to training (*and avoid sitting out a year as in the above scenario*): 1) extend at your present duty station; 2) take no cost orders to another tour of duty in the same geographic area; or 3) do a 1 year tour in Okinawa, Bahrain, Iwakuni, or Diego Garcia. If you have questions about your particular situation as it relates to training, please call your detailer. r

### **O JAG Corps {PERS-4416}**

**DSN 221-9830; commercial (703)**

**325-9830; fax: (703) 325-7429**



Voice mail box extensions:

CDR Bengtson - X 6102

LCDR Tuider - X 6107

LCDR Knowles - X 6103

LCDR Luster - X 6109

### **Postgraduate Education Selection Board**

The JAGC Postgraduate (PG) Education Selection Board will convene in August 1997. The records of the following officers will be automatically considered by the selection board:

- All LTs selected for augmentation;
- All augmented LTs; and
- All USN LCDRs who have not been selected or failed to select to CDR.

It is not too early to review your microfiche record and ensure it is up to date. Critical items for inclusion are a **complete legible law school transcript** and a recent official photograph. Competition for selection to PG School will be keen. Last year's selection rate was 7%. As with all selection boards, it is important your microfiche record is 100% complete. Do not let an inaccurate or incomplete record stand between you and selection to PG School. Officers who desire to submit supplemental matters to the Board may do so by sending them to the President, FY98 JAGC Postgraduate Selection Board.

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## JAG Directories

The new 62nd edition is back from the printers. Individual copies were mailed to all JAGs during January. Please take note of the new forms contained in the preface: duty preference sheets ["green sheets" now "white"]; photo submission form; microfiche and officers summary order forms; and a correction sheet. They are perforated for your convenience. When you receive your directory, please review the information that pertains to you and your command and use the correction sheet, if necessary.

## Subspecialty Codes

Officers who desire to acquire a subspecialty code (S Code), may do so by submitting a request, via their command, to the Chief of Naval Personnel (PERS-4416). An "S Code" may be awarded to officers who demonstrate they have obtained a specialty in a certain area through significant experience as opposed to being "P Coded" which is awarded to officers who successfully complete postgraduate school in an approved curriculum. An officer may hold a P Code in a specialty different than an S Code at the same time. MILPERSMAN 1430300 and NAVPERS 15839H, Manual of Navy Officer Manpower Personnel Classifications refer. r

### ○ TAR {PERS-4417}

DSN 224-8386/7/8

commercial (703) 614-8386/7/8

fax: (703) 614-4047

## TAR Aviation

**Officer Data Cards.** The Officer Data Card (ODC) is a very important document and some of the information contained therein is transferred to the officer's Performance Summary Record (PSR) (*which is used on promotion boards*). In addition, the ODC is used by the detailee in determining what qualifications you hold and many times the ODC is sent to the gaining command when you are being detailed.

All commands are encouraged to have an AOM and bring in NAVPERS 15839I Vol II. Go through the ODC from block 1 to block 110. Take a good look at the AQDs you may have, service schools attended, subspecialties, and if you have served in command or have been selected for command, ensure block 103 has the required information. This is your opportunity to ensure your record is up-to-date.

The hard work you are doing in the field does not go unnoticed. Please continue to communicate with us if you are coming up for orders—either by e-mail or by phone. Don't forget to update your preference card. Lastly, there will be a change in the office starting late February when CDR Howell starts his training track to become the XO of HM-15 in Corpus Christi, TX. His relief is CDR Andy Boening who is presently Officer in Charge of VR-52 at Willow Grove.

**Aviation OIC Board.** The next TAR aviation OIC board is scheduled to convene on 28 May 1997. LCDRs projected to be in-zone for CDR on the FY98-2000 boards will be considered. As projecting promotion zones is more art than science, all LCDRs in promotion groups FY95 and junior will be considered.

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The junior officer in-zone is LCDR Chris Ryan, DOR 1 SEP 95. LCDRs remain in-zone for OIC until the year that they first come into zone for promotion to CDR. Microfiche and PSR review is strongly recommended for all officers going before this board.

The projected quota plan for this year, with projected fleet-up dates is:

HCS 5 (JAN 98)	HM 14 (AUG 98)
VFA 203 (SEP 98)	VAW 78 (JAN 98)
VFC 12 (APR 98)	VFC 13 (SEP 98)
VP 66 (JAN 98)	VP 64 (MAY 98)
VP 69 (DEC 98)	VP 65 (JAN 99)
VR 48 (JUL 98)	VR 54 (JUN 98)
VR 55 (SEP 98)	VR 58 (DEC 97)
VR 62 (JAN 98)	DET HI (JUL 98)

## TAR Surface

**Surface CDR Command Board.** The FY97 CDR Command Screening Board statistics for TAR officers were as follows:

Looks	1 of 4	2 of 4	3 of 4	2 of 3	3 of 3	TOTAL
1117	1/21	1/13	1/7	2/8	0/10	5/59*

\*No TAR officers were selected from other designators on this board.

### Key Factors to screening:

- + Sustained superior performance at sea and ashore in competitive assignments
- + Early and consistent recommendation for Command at Sea
- + Consistently strong break-outs vs at sea contemporaries.

### Board Highlights:

- Timing: The four look system requires all eligible officers to receive their first look two years prior to CDR screening. Board members realize that not all officers have begun their XO ride or have completed

command qualifications and screen a record for its merit and content at the time the board convenes.

- **Renaissance Surface Warrior:** Competition was as keen as ever! Graduate education, major staff experience, War College, RESCEN command, additional qualifications (i.e. NWC non-resident course) and most importantly, strong sea duty performance get a board member's attention. Remember these details when you submit your next duty preference card.

- **Up-to-Date Record:** It is imperative that an officer order and review their record a few months (recommend four) prior to the board to ensure it is current: look for personal awards, recent qualifications and fitrep continuity.

**Reserve LCDR/CDR Promotion Board.** Officers in-zone should have already ordered their record to review for these upcoming boards. Ensure a current full length khaki photo less than a year old is on file. If you have a problem and need a correction or addition that cannot be processed through normal submission procedures in time to meet the board, call your detailer. Ensure you send a separate copy through normal channels to become a permanent part of your record because upon adjournment of an administrative or statutory board, all submitted information is destroyed.

**Surface Slating Process.** Once an officer is selected by an administrative screening board for a future position his/her name enters a bank of officers previously screened. TARs are not differentiated from USN. Department head (DH), XO, CO, and Major Command banks are reviewed periodically and officers are slated based on their seniority in grade, personal request, prior experiences, professional preference and the needs of the Navy. Information for the slate is drawn from Duty Preference Cards and from any correspondence regarding duty preference on file with your detailer. Keep it up to date and hope that the platform you choose is open when the slate is drafted and signed. The following time tables pertain to their respective slates:

<u>Type</u>	<u>Frequency</u>
Department Head	Quarterly
XO	Quarterly
CO	Quarterly
Major Command	Semi-annual

**Fleet Support (1707).** See CDR (Sel) Strother's article in the PERS-4419 section. r

**O Fleet Support {PERS-4419}**  
**DSN 224-3515; commercial (703) 614-3515**  
**fax: (703) 614-4047**

The **CDR Command Screen Board** met in Dec 96. Congratulations to the 36 officers who screened for command. Check BUPERS Access for names of selectees and information about available commands.

As has always been required of our community, these officers' records reflected superb leadership, extensive subspecialty development, graduate education, and a broad range of challenging experiences. These officers can expect to serve a command tour in their core competency consistent with continued specialty development.

#### **Greetings from the TAR Fleet Support Assignment**

**Desk:** In response to the numerous questions and concerns about the future of the TAR Fleet Support Officer (FSO) program, RADM Vaughn has sent a letter to each 1707 outlining the direction of the 1707 community within the Naval Reserve. For information or further assistance please contact LCDR Strother at DSN 224-5448 or (703) 614-5448.

**Just a reminder to all,** the detailers are on line and can be reached via e-mail. Please don't hesitate to try us "on-line":

CAPT Augustine is [p4419@bupers.navy.mil](mailto:p4419@bupers.navy.mil)

CDR Hight is [p4419a@bupers.navy.mil](mailto:p4419a@bupers.navy.mil)

CDR (Sel) Strother is [p4419x@bupers.navy.mil](mailto:p4419x@bupers.navy.mil)

LCDR Davis is [p4419b@bupers.navy.mil](mailto:p4419b@bupers.navy.mil)

LT Enterline is [p4419f@bupers.navy.mil](mailto:p4419f@bupers.navy.mil)

We try to read our e-mail at least once a day and we'll get back to you as soon as possible.

**Get Ready for your Selection Board.** The statutory promotion boards for CDR, LCDR, and LT meet in March, April, and July, respectively. The 1700 XO Screening Board convenes 24 March. If you are being considered by one of these boards, make sure your record is complete by checking your microfiche and PSR. If a FITREP is missing, fax a copy to the BUPERS microfiche department (PERS-313D) and follow-up with a copy in the mail. If the board is expected to convene within the next four weeks, it is recommended that a copy of the missing FITREP be forwarded to the selection board as an enclosure to an official letter from you to the President of the Board. A picture that was taken within three months of promotion to your current rank is still a high priority. If you have completed graduate education ensure that a copy of the transcript appears on page two of your microfiche. Give yourself every opportunity to promote!

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**Subspecialty Development.** Subspecialty development continues to be vital to the Fleet Support Officer, particularly, when it complements a core competency. If you are being considered by a statutory or administrative board, check your record to ensure your subspecialty codes are accurate. All Fleet Support officers are expected to have earned a proven subspecialty by the time they are eligible for promotion to CDR.

Examples of subspecialties by core competency include:

LOGISTIC SUPPORT--Fin Mgmt (0031), Trans Mgmt (0035), Ops Analysis (0042), Ops Logs (0043), Shore-based Installation Mgmt (0034)

MANPOWER, PERSONNEL and TRAINING--Fin Mgmt (0031), MPTA (0033), Ed & Trng Mgmt (0037), Ops Analysis (0042)

SPACE and ELECTRONIC WARFARE--Joint C4I (0045), EE (0055), Space Sys Ops (0076), Space Sys Eng (0077), Info Tech Mgmt (0089), Comp Sci (0091), and Information Warfare (0046).

Subspecialty codes are reflected in blocks 66-68 of the Officer Data Card. This coding consists of the four digit designation followed by a letter. A complete listing of the four digit codes is outlined in the Jan-Feb 97 *Perspective* and also appears in OPNAVNOTE 1520. The process for assignment of these codes has changed in the last several years and it is important that all officers take responsibility for ensuring their record accurately reflects subspecialty code assignments. Specific procedures are outlined in this edition under the Education/Subspecialty Management section. Points of contact on Subspecialty Management are your detailer and Ms. Hughes, PERS-440, (703) 614-3321. r

## LDO/CWO Picture

**{PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189**

### *LDO Captain Retirements*

Fair winds and following seas to the below LDO CAPTs who retired in FY96:

CAPT William T. Bassett, Surface Deck

CAPT Wayne A. Beck, Surface Communications

CAPT Dennis S. Curry, Supply

CAPT Herbert A. Stephan, Surface Deck

Farewell and smooth sailing, Shipmates!

### *Major Command Screeners*

Congratulations to CAPT Donald Flowers (Surface Engineer) and to CAPT Merrill C. Albury (Submarine Deck) on their recent screening for major command.

CAPT Flowers is currently assigned as Assistant Chief of Staff for Material, Naval Amphibious Group TWO, Norfolk, VA. CAPT Albury recently completed his assignment as Executive Officer, Naval Station Guantanamo Bay, Cuba, and is pending orders.

In addition, CAPT Bruce Gustin (Submarine Ordnance) recently completed his tour as Commanding Officer, Submarine Base Pearl Harbor and is currently under orders to assume command of Strategic Weapons Facility, Pacific, Silverdale, WA. Well done, Shipmates!

### *New billets*

In the past few months, several billet requests have been received to establish new LDO and CWO requirements. For example, the following officer recruiting billets will stand up shortly:

NRD New York	63XX/LT	NRD Los Angeles	64XX/LT
NRD Richmond	62XX/LT	NRD San Francisco	65XX/LT
NRD New Orleans	61XX/LT		

Recruiting duty is perhaps one of the most challenging assignments an officer can have. If you are a former recruiter (either as enlisted or an officer) or simply interested in a recruiting assignment, please contact your detailer.

We have also seen other billet increases in the Nuclear Power and Nuclear Weapons Inspection programs, Physical Security, Special Warfare, TACTRAGRU's, FASO, NAVAIREASWTRACEN, HSL squadrons, and other activities. This is hopefully a sign of good things to come.

We will work to support all of these new requirements providing the end strength is allocated to our portion of the Officer Programmed Authorization (OPA). This is important because, without the end strength that is attached to the billet, we lose the ability to access a new officer into our program or avoid having to conduct a SER because of an inventory imbalance, i.e., more officers on active duty than the OPA allows.

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## New Accessions

Congratulations to our 382 new accessions for FY98 and our 14 new LTJGs. We had 4,458 applications for LDO and CWO. The percentage of selection opportunity was as follows:

CWO-15% LDO ENS-7% LDO LTJG-8.2%

The above number is fairly close to the amount selected in FY97 except for LTJG. Last year, we selected 85 officers from CWO to LTJG. Because of reductions in our FY98 OPA for pay grade O2, we ended up with an excess inventory LTJGs and, therefore, could not select as many as we would have liked. If you applied and are not one of the fourteen selected, please don't get discouraged. Each year starts a new opportunity.

## New In-Service Procurement Board Instruction (BUPERSINST 1131.1A)

The current instruction for applying for the Active and Reserve LDO/CWO Programs is BUPERSINST 1131.1 (dated 10 Aug 93). There have been two NAVADMIN's (104/95 and 127/96) which made interim changes to the instruction. The new instruction (BUPERSINST 1131.1A) is currently in routing for signature and should be distributed in the March/April 1997 time frame. It will incorporate the interim changes, as well as a other minor changes. Please advise personnel interested in applying for the FY99 In-Service Procurement Board to wait until they have received and reviewed the new instruction. Applications will continue to be due at BUPERS (PERS-251) no later than 1 August 1997 for the Active Duty and 1 September 1997 Reserve LDO/CWO programs, respectively.

Also, please advise your personnel that questions regarding the new instruction, application procedures, status of their package, addendums, etc., should be addressed to the In-Service Procurement and Transfer Division (PERS-251) at (703) 614-1193 or DSN 224-1193. PERS-251 has cognizance for the instruction; actually coordinates the board; and receives, reviews, and controls all applications.

## Selective Early Retirement (SER)

We have just completed the FY97 SER process. The actual numbers of LDOs and CWOs who were selected for early retirement were:

<u>Grade</u>	<u>No. SER</u>	<u>No. Eligible</u>	<u>Percent selected</u>
O5 (Line)	16	124	12.9%
O5 (Staff)	1	5	20.0%
O4 (Line)	48	340	14.1%
O4 (Staff)	5	30	16.7%
CWO4	55	202	27.2%
Total	125	701	17.8%

From the CNO on down, no one wanted to conduct a SER. Reductions in our billet base and OPA, however, as well as a decline in voluntary retirement submissions, placed our inventory above authorized strength levels. SER was used as the last resort.

Will we SER again? We sincerely hope not and are working every possible option to avoid it. Those options include: acquiring new billets/end strength; not over accessing new officers into the program; approving as many voluntary retirement requests and waivers as possible, keeping in mind that we still have a fleet to man and billets to fill; and not promoting more officers than we are allowed. Each of the foregoing options impact our inventory.

What can you do to avoid SER? Continue taking challenging and difficult assignments which will enhance your professional qualifications; diversify, if you can; maintain your outstanding performance, conduct and physical fitness; be a part of the command in terms of watch standing, collateral duties, etc., and work toward completing your formal education if you have not done so.

On a related and very sensitive subject, far too many of our officers have been involved in fraternization cases. Frankly, one officer is one too many. It is hard to conceive that we would ever have an LDO or CWO in trouble, but it happens. Each time that it does, the word spreads quickly and severely damages the parties involved, their families, and the good order and discipline of the command to which they are assigned. In addition, it tarnishes the outstanding reputation of the LDO and CWO community.

## Upcoming Selection Boards

11-28 March 1997	CDR Line Promotion Board
14-25 April 1997	CDR Staff Promotion Board
6-23 May 1997	LCDR Line Promotion Board
9-20 June 1997	LCDR Staff Promotion Board
21 July-1 August 1997	LT Line Promotion Board
11-22 August 1997	LT Staff Promotion Board

Best wishes, CDR Jerry Hart and LCDR (Sel) John Jones, LDO/CWO  
Community Managers (PERS-211L).



# BUPERS Directory

**For e-mail address, replace xxx with listed PERS-code:  
example – to e-mail the aviation junior officer VF detailer:  
\* indicates no e-mail available**

***pxxx@bupers.navy.mil  
p432g@bupers.navy.mil***

<u>PERS-code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>	<u>Commercial</u>	<u>Ext</u>
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## ***Perspective and Link Magazines***

451E	Managing Editor, <i>Perspective</i> and <i>Link</i> Magazines	LT Zip	225-0132	(703) 695-0132	
451E1	Editor, <i>Link</i>	JOC Briggs	223-1195	(703) 693-1195	

## ***BUPERS Access / IVR and BUPERS Home Page Technical Support***

4552C	BUPERS Access / IVR Technical Support BUPERS Access Data Personal Account BUPERS Access Data Command Representative Account Interactive Voice Response (IVR)	DP1 Richardson	224-8083	(703) 614-8083 1-800-346-0217 1-800-762-8567 1-800-951-NAVY	
1023	BUPERS Home Page Technical Support BUPERS Home Page e-mail address	DPC Reese <a href="http://www.navy.mil/homepages/bupers">http://www.navy.mil/homepages/bupers</a>	225-5895	(703) 695-5895	

## ***Personnel Policy Advisors***

203D	Personnel Exchange Program (PEP) Advisor	LCDR Hunter	224-5393	(703) 614-5393	
2MM	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761	
2WW	Women in the Navy Advisor	CDR Brehm	225-9385	(703) 695-9385	
45J	Joint Policy Advisor	LCDR Grace	223-2345	(703) 693-2345	
45J1	Title 10 Compliance	LCDR Grace	223-0036	(703) 693-0036	
45J2	JPME Phase II Quota Control	LT Velasquez	224-2048	(703) 614-2048	
462	TAD/Joint Operations Assignments Advisor	LCDR Terrell	223-2948	(703) 693-2948	
4622	TAD Assistant	LT Mulligan	223-1192	(703) 693-1192	
61	Director, Equal Opportunity Division	CAPT Stafford	224-2007	(703) 614-2007	
61B	Deputy Director	CDR Olmo	225-2860	(703) 695-2860	
611	Navy Affirmative Action Plans Advisor	LCDR Haeg	225-2651	(703) 695-2651	
613	Sexual Harassment/CMEO Advisor	LCDR Imgrund	225-2824	(703) 695-2824	
614A	Minority Affairs Advisor	CDR Olmo	224-1190	(703) 614-1190	
614B	Minority Affairs Advisor	LCDR Burke	224-2008	(703) 614-2008	

## ***Microfiche, PSR, Selection Boards, Fitness Reports, ODC Support***

* 313D	Microfiche & PSR Ordering fax ordering (PSR ordering only)	LT Stauffer	224-3654 224-8882	(703) 614-3654 (703) 614-8882	
* 321	Selection Board Support	LT Bertelsen	224-3105	(703) 614-3105	
* 322	FITREP/EVAL Support and FITREP/EVAL Selection Board Support	Help Desk	224-1132	(703) 614-1132	
* 1031D1	Officer Data Card (ODC) Support (updates to Front Page PSR)	Ms Jones	224-5188	(703) 614-5188	

## ***Inservice Procurement and Transfer Division***

25	Director	CDR Wessel	224-3887	(703) 614-3887	
251	Head, Inservice Procurement/Transfer Branch	LT Green	224-1193	(703) 614-1193	
252	Head, Officer Recall	LCDR Simmons	224-2825	(703) 614-2825	
253	Head, Officer Separations	LT Bischeri	223-2206	(703) 693-2206	
* 253B	Officer Involuntary Separations	PNC Sheard	224-2894	(703) 614-2894	
* 253C	Officer Resignations	Ms Atkinson	223-0987	(703) 693-0987	

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## ***Officer Promotions Division***

26	Director	CDR Stewart	224-2725	(703) 614-2725
* 26A	Admin Officer	LT Corley	224-2725	(703) 614-2725
* 26C	Officer Special Board Coordinator	LT Castleberry	224-2725	(703) 614-2725
26L	Line Selection Board Liaison	LCDR Anderson	224-2725	(703) 614-2725
* 26M	Staff Selection Board Liaison	LT Nathan	224-2725	(703) 614-2725
* 93	Director, Reserve Officer & Enlisted Promotions	CDR Carlock	288-8691	(202) 433-8691
* 93B	Deputy Director, Reserve Officer & Enlst Promotions	CDR Vogt	288-8676	(202) 433-8676
* 93D	Special Assistant for Line/Staff Boards	CDR Nardella	288-8675	(202) 433-8675
* 931	Head, Reserve Officer Promotions and Appointments	LCDR Cambell	288-8674	(202) 433-8674

## ***Retirements Division***

27	Director	Ms Ryan (Acting)	224-2690	(703) 614-2690
271	Head, LIMDU/Disability Retirement	PNCS Stultz	224-7990	(703) 693-7990
272	Head, Officer Retirement	CWO4 Abrams	223-7995	(703) 693-7995

## ***Officer Community Management (OCM) and Career Planning Division***

21	Director	CAPT Reese	223-2303	(703) 693-2303
211	Head, OCM	CAPT Kikta	223-2301	(703) 693-2301
211C	Chaplain Corps OCM	CAPT Belanus	224-4438	(703) 614-4438
211D	AED/AMD OCM	CAPT Hixson	224-4869	(703) 614-4869
211E	Engineering Duty OCM	CAPT Hickey	223-1231	(703) 693-1231
211F	Special Warfare OCM	LCDR Campion	224-8327	(703) 614-8327
211G	Fleet Support OCM	CDR Sapp	223-2308	(703) 693-2308
211H	Special Operations OCM	CDR Tillotson	224-8328	(703) 614-8328
211I	Intelligence OCM	CAPT Darrah	224-3072	(703) 614-3072
* 211J	JAG Corps OCM	CAPT Burnett	221-9830	(703) 325-9830
* 211K	CEC OCM	CAPT Mehula	224-3635	(703) 614-3635
211L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1	Assistant LDO/CWO OCM	LT Jones	223-2310	(703) 693-2310
211M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M2	Medical OCM Admin Assistant	HM2 Beebe	223-2324	(703) 693-2324
211M3	Medical Service Corps/Dental Corps OCM	CDR Brannman	223-2327	(703) 693-2327
211M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5	Nurse Corps OCM	CAPT Kenney	223-2326	(703) 693-2326
211N	Submarine OCM	LCDR Stacia	225-1242	(703) 695-1242
211O	METOC OCM	CAPT Donaldson	224-0520	(703) 614-0520
211P	Public Affairs OCM	CDR Weishaupt	224-2708	(703) 614-2708
211Q	Cryptology OCM	CAPT McDonald	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Culvyhouse	224-3471	(703) 614-3471
211S1	Supply Corps Requirements	LCDR Walker	224-3471	(703) 614-3471
211V	Aviation OCM	CDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Sorce	223-2305	(703) 693-2305
213	Professional Development	LCDR Hartlaub	223-2340	(703) 693-2340
213D	Graduate Ed & Subspecialty Management	Ms. Poindexter	224-4933	(703) 614-4933;
* 214	TAR OCM	CDR Wright	223-2316	(703) 693-2316

## ***Surface Officer Distribution Division***

41	Director/CAPT Assignment	CAPT Marzluff	224-8341	(703) 614-8341
41B	Deputy Director	CDR Feckler	224-8341	(703) 614-8341
41A	Assistant CAPT Assignment	CDR Kurta	224-8341	(703) 614-8341
410	Head, CDR Assignment	CAPT Chapman	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Woolley	224-3679	(703) 614-3679
410B	Assistant CDR Assignment	LT Cutsinger	224-3679	(703) 614-3679
411	Head, LCDR Assignment	LCDR Chandler	224-2270	(703) 614-2270
411A	YG85 & Junior	LCDR O'Rourke	224-2270	(703) 614-2270
411B	YG84 & Senior	LCDR Delaney	224-2270	(703) 614-2270

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412	Head, Junior Officer Assignment	CAPT Reilly	224-3831	(703) 614-3831
412B	Sea Coordinator	LCDR Grause	224-3831	(703) 614-3831
412A	Shore Coordinator	LCDR Lauer	224-3831	(703) 614-3831
412S	2nd Department Head Assignment	LCDR Johnson	224-3831	(703) 614-3831
4128	1st Department Head Assignment	LCDR Negus	224-3831	(703) 614-3831
4121	2nd Division Officer Assignment	LCDR Thebaud	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment	LT Doyon	224-3831	(703) 614-3831
412I	Initial Assignment	LT Colagiuri	224-3831	(703) 614 3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CRUDESGRU Staffs	CDR Carney	223-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	LCDR Fierro	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Ault	223-1979	(703) 693-1979
413E	CLF/MIW/PC/MS/ATG	LCDR Stubblefield	223-1983	(703) 693-1983
413F	Amphibious/CNSL/CNSP	LCDR Barrington	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment	CDR Williamson	223-1953	(703) 693-1953
414A	Deck/Admin	LT Schultz	223-1954	(703) 693-1954
414B	Ord/OpTech/ADP	LCDR Scharf	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	LCDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	LCDR Windhorst	224-8328	(703) 614-8328

### ***Submarine / Nuclear Power Officer Distribution Division***

42	Director/CAPT Assignment	CAPT Feeley	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT Tracy	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	LCDR Howard	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Genoble	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Kirk	225-4048	(703) 695-4048
421C	Junior Officer Shore Detailer	LT Brunner	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/Medical	LT Lebenthal	225-4331	(703) 695-4331
421E	Accession/Resignations	LT Brown	225-4062	(703) 695-4062
422	Head, Nuclear Sub LDO/CWO Assignment	CDR Downs	225-4209	(703) 695-4209
422A	LDO/CWO Detailer	LCDR Jorfi	225-1240	(703) 695-1240
422B	LDO/CWO Detailer	LCDR Wilkie	225-6119	(703) 695-6119
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
424	Head, Surface Nuclear Power Distribution	CDR Janikowski	225-4330	(703) 695-4330
424B	Surface Nuclear Placement	LT Pascual	225-4192	(703) 695-4192

### ***Aviation Officer Distribution Division***

43	Director/CAPT Assignment	CAPT Besal	224-8356	(703) 614-8356
43B	Deputy Director	CDR Buyske	224-8080	(703) 614-8080
43A	Assistant CAPT Assignment	LCDR Dolan	224-8356	(703) 614-8356
43C	ACIP Evaluation	LT Sloan	224-8358	(703) 614-8358
431	Head, CDR Assignment	CDR Miller	224-8077	(703) 614-8077
431A	Assistant CDR Detailer	CDR Munoz	224-8077	(703) 614-8077
431B	Assistant CDR Detailer	CDR McCormack	224-8077	(703) 614-8077
432	Head, LCDR/Junior Officer Assignment	CDR Malinak	224-8708	(703) 614-8708
432C	Shore Coordinator	LCDR Maloney	224-8708	(703) 614-8708
432D	Resignation/RAD/Retention	ENS Blake	224-8358	(703) 614-8358
432E	VAW/Warfare Transition	LCDR Plummer	224-8708	(703) 614-8708
432F	VFA	LCDR White	224-8708	(703) 614-8708
432G	VF	LCDR Ariza	224-8708	(703) 614-8708
432H	Helicopter (Sea)	LCDR Lupton	224-8708	(703) 614-8708
432I	VP (Shore)	LCDR Jassilakis	224-8708	(703) 614-8708
432J	Education/Subspecialty Management	LT Baker	224-8708	(703) 614-8708

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432K	VAM/VAQ	LCDR Hinkley	224-8708	(703) 614-8708
432L	Aviation LDO/CWO Assignment	CDR Ewing	224-4178	(703) 614-4178
432M	Assistant Aviation LDO/CWO	LCDR Fiegl	224-4596	(703) 614-4596
432N	Pilot/NFO Initial Assignment	LT Cole	224-8708	(703) 614-8708
432P	VP (Sea)	LCDR Smith	224-8708	(703) 614-8708
432Q	Helicopter (Shore)	LCDR Maloney	224-8708	(703) 614-8708
432R	Sea Coordinator	LCDR Spitz	224-8708	(703) 614-8708
432S	VS/Force Sup Jet	LCDR Piritz	224-8708	(703) 614-8708
432U	VQ/Force Sup Prop	LCDR Steele	224-8708	(703) 614-8708
432Z	General Aviation	LT Cole	224-8708	(703) 614-8708
433	Head, Air Combat Placement	CDR Wanjon	224-4344	(703) 614-4344
433A	VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
433B	VF/CVW West	LCDR Molitor	224-4344	(703) 614-4344
433C	VAW/VRC/VC/VQ	LCDR Settele	224-4344	(703) 614-4344
433D	VP/VX-1/ASWOC/VXE-6	LCDR Adrion	224-4344	(703) 614-4344
433E	Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
433F	VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
433G	CV/CVN	LCDR Goodwyn	224-4345	(703) 614-4345
433H	VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
433I	HSL/HS	LCDR Bartkoski	224-4345	(703) 614-4345
433J	HC/HM/TYCOMS/FASO	LCDR Mehan	224-4345	(703) 614-4345

### ***Restricted Line / Staff Corps Officer Distribution and Special Placement Division***

44	Director	CAPT Wikstrom	224-4022	(703) 614-4022
44A	Aide Placement	LCDR Martin	223-0041	(703) 693-0041
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024
44C	Special Assistant	LTJG Weidner	224-4025	(703) 614-4025
440	Head, Professional Education/Subspecialties	CDR Threlkeld	223-1220	(703) 693-1220
440B	Graduate Education Placement	LTJG Noles	223-1222	(703) 693-1222
440C	Service College Placement	LT Counter	223-1223	(703) 693-1223
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321
441	Head, Washington Placement	CDR Opsal	223-0002	(703) 693-0002
441A	JCS/OSD Admin	LT Stone	224-1113	(703) 614-1113
441B	Assistant Washington Placement	LCDR Walter	223-0001	(703) 693-0001
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483
442B	MAAG/Mission/MILGRP	LT Eisner	224-8484	(703) 614-8484
442C	PEP/Korea/Japan	LCDR Strange	224-8482	(703) 614-8482
444E	Head, NAVSEA	CDR Threlkeld	224-4918	(703) 614-4918
444F	Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR	LCDR Fox	223-1220	(703) 693-1220
444	NROTC/USNA/TELCOM	LCDR Harned	225-5779	(703) 695-5779
444A	TRA/CNET/PASS/NS	LCDR Boone	224-3918	(703) 614-3918
444B	NAS/CNRC/SAF	LCDR Tappen	223-1219	(703) 693-1219
444C	NPS/CAAC/ARC/BRIG	Ms Henderson	224-4916	(703) 614-4916
445	Head, Engineering Duty Assignment	CAPT Hickey	223-1231	(703) 693-1231
445B	Assistant ED Detailer	CDR Joseph	224-1232	(703) 614-1232
445D	Assistant ED 14XX Assignment	LCDR Schauder	224-3916	(703) 614-3916
446	Head, AED/AMD Assignment	CDR Ezzard	224-4869	(703) 614-4869
446B	Assistant Head, AED 151x/Det/Air	CDR Wooten	224-4869	(703) 614-4869
446C	Assistant Head, AMD 152x	CDR Boyce	224-4869	(703) 614-4869
446	Tar Community Manager	LCDR Smith	224-4869	(703) 614-4869
	AEDO Career Manager	LCDR Black	664-1680	(703) 604-1680 ext 2180
	AMDO Career Manager	LCDR Disano	664-1680	(703) 604-1680 ext 2181
447	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761
448	Head, Public Affairs Assignment	CDR Weishaupt	224-2708	(703) 614-2708
448B	Assistant Head	LT Merrell	224-2708	(703) 614-2708
449	Head, METOC Assignment	CAPT Swaykos	224-0520	(703) 614-0520
449B	Assistant Detailer	LCDR Stewart	224-0521	(703) 614-0521
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402
4410B	JO Detailer	LCDR Rogers	224-3403	(703) 614-3403
4410C	LDO/CWO/New Accessions	LT Russell	224-3404	(703) 614-3404

4411	Head, Intelligence Assignment	CAPT Darrah	224-3072	(703) 614-3072
4411A	LT & Below Detailer	LCDR Exner	224-3072	(703) 614-3072
4411B	Intelligence Placement	LCDR Kohler	224-3072	(703) 614-3072
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072
4412O	Director, Supply Corps Personnel/CAPT Sea & Shore	CAPT Bristow	224-2862	(703) 614-2862
4412	Head, Supply Assignment/CDR Sea & Shore	CAPT Bird	224-2862	(703) 614-2862
4412R	Special Assistant	LCDR Singleton	224-2865	(703) 614-2865
4412B	LCDR Shore Detailer	CDR Kuhm	224-0915	(703) 614-0915
4412C	LCDR Sea and Overseas Detailer	LCDR Green	224-0917	(703) 614-0917
4412E	Reserve/TAR/SELRES Manager	CAPT Thornbury	224-2862	(703) 614-2862
4412F	LT/LTJG Sea and Overseas Detailer	LCDR Morgan	224-0918	(703) 614-0918
4412I	LT/LTJG Shore Detailer	LT Liberko	224-0913	(703) 614-0913
4412G	ENS/CWO Sea and Overseas Detailer	LT Skinner	224-0919	(703) 614-0919
4412J	ENS/CWO Shore	LT Walker	224-0916	(703) 614-0916
4412X	NAVSUP/DLA/BUPERS Placement	LCDR Dolan	224-2811	(703) 614-2811
4412W	TAR Community Manager	CDR Laughlin	224-8703	(703) 614-8703
4412Q	Career Counselor	LCDR Pritchard	224-3471	(703) 614-3471
4413	Head, CEC Assignment	CAPT Mehula	224-3635	(703) 614-3635
4413A	LCDR Detailer	LCDR Ashley	224-3635	(703) 614-3635
4413B	Billets/NAVFAC Placement/ANCECO	LCDR Lynch	224-3635	(703) 614-3635
4413C	LTJG/ENS/CWO Detailer	LT Collins	224-3635	(703) 614-3635
4413D	Plans and Inputs	LCDR Addison	224-3635	(703) 614-3635
4413E	LT/Postgraduate Detailer	LCDR Stratman	224-3635	(703) 614-3635
4414	Head, Chaplain Assignment	CAPT Cooper	224-4626	(703) 614-4626
4414D	Assistant Head	CDR MacNew	224-4626	(703) 614-4626
4414E	Assistant Head	LCDR Cheathem	224-4624	(703) 614-4626
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073
4415A	Assistant Head	CDR Younger	225-7073	(703) 695-7073
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837
4415D	Overseas, Ops and USMC Placement	LCDR Bye	225-5837	(703) 695-5837
4415F	East Coast Claimancy 18 Placement	LT Brown	225-5837	(703) 695-5837
4415T	West Coast Claimancy 18/Washington HQ Placement	LCDR Brown	225-5837	(703) 695-5837
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960
4415N	Non-Surgical Spec MC Assignment	CDR Nathan	225-7960	(703) 695-7960
4415G	Head, Dental Corps Assignment	CAPT Arthur	225-9101	(703) 695-9101
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004
4415JA	Applied Science Assignment	LCDR Feril	225-9004	(703) 695-9004
4415I	HCA MSC Assignment LCDR and above	CDR Sullivan	225-9005	(703) 695-9005
4415IA	HCA MSC Assignment ENS-LT	LT Arellano	225-9005	(703) 695-9005
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703
4415V	LCDR Nurse Corps Assignment	CDR Boechler	225-7703	(703) 695-7703
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703
* 4416	Head, JAG Corps Assignment	Vacant	221-9830	(703) 325-9830 ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Bengston	221-9830	(703) 325-9830 ext 6102
* 4416C	LCDR Assignment	LCDR Tuider	221-9830	(703) 325-9830 ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Knowles	221-9830	(703) 325-9830 ext 6103
* 4416E	Accessions/Retention	LCDR Luster	221-9830	(703) 325-9830 ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386
4417B	Surface TAR Officer Assignment	CDR Morgan	224-8386	(703) 614-8386
4417C	Aviation TAR Officer Placement	LCDR Boening	224-8387	(703) 614-8387
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388
4417E	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072
4417F	Fleet Support TAR Officer Assignment	LCDR Strother	224-3515	(703) 614-3515
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515
4419A	Assistant Head	CDR Hight	224-3515	(703) 614-3515
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515
4419F	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515

## Attaches Needed

Looking for a truly unique assignment for you and your family? By becoming an attache, you'll serve overseas at a U.S. embassy, and represent the U.S. Navy to your host country. Many attache assignments provide foreign language training. All attache billets are joint duty assignments, and all training is in the D.C. area. Do something different ... become an attache.

Country	Billet	Desig/Rank	Language	Train/Onsta
Chile	DATT	1050/CAPT	Spanish	9703/9808
Honduras*	NATT	1310/LCDR	Spanish	ASAP/9801
Kenya*	NATT	1310/CDR	None	9711/9807
Indonesia	NATT	1050/CAPT	Indonesian	9801/9906
Malaysia	NATT	1050/CAPT	Malay	9708/9902
Mexico	NATT	1050/CAPT	Spanish	9701/9806
Pakistan*	NATT	1310/CAPT	None	ASAP/9708
Philippines*	NATT	1310/CAPT	Tagalog	9701/9806
Saudi Arabia*	NATT	1310/CDR	Arabic	9701/9808
Ukraine*	NATT	1310/CDR	Ukrainian	9709/9906

\* flying billet

For more information and billets, call CDR Steve Workman, Attache Placement, DSN 224-3072, com. 703-614-3072. r

## Officers Wanted for TAD Adventures

Looking for a career broadening adventure? Here is the opportunity to participate in and contribute to real world operations. PERS-462 is charged with coordinating TAD support for Joint Operations and United Nations missions around the world.

TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. Tax-free income, other special pays, and special recognition are often part of these assignments.

PERS-462 currently supports assignments to Operations Joint Guard and Deliberate Guard in Europe and Southern Watch in Saudi Arabia as well as United Nations missions to the Western Sahara and Republic of Georgia. Particular skills sought include aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR coordinators, Intelligence Officers, PAOs, Supply Officers (particularly contracting experts with subspecialty code 1306), SWOs (particularly anti-air TAOs with NTDS experience), Communication Officers, Submarine Officers, TARPS analysts, computer experts (subspecialty code XX89/XX91), and foreign language skills. Paygrade requirements range from LT to CAPT and are assignment dependent. New assignments become available monthly and are assigned 120 days prior to the report date.

For more information please contact LT Nikolai Mulligan or LCDR Dick Terrell at DSN 223-1192 or commercial (703) 693-1192. You may fax us at DSN 225-5780 or commercial (703) 695-5780 or e-mail us at: [p451g1@bupers.navy.mil](mailto:p451g1@bupers.navy.mil)

When communicating with us, please be prepared to provide your name, SSN, rank, command, points of contact (e-mail addresses, both home and work, are especially useful). r

## Openings for Blue Angels

The U.S. Navy flight demonstration team will select three demonstration pilots (two USN and one USMC), one Marine C-130 pilot, a maintenance officer, an administrative officer, and a supply officer for the 1998 team. Interested officers should submit applications IAW CNATRAINST 1301.4C to Commanding Officer, NAVFLIGHTDEMTRON, 390 San Carlos Rd Suite A, Pensacola, FL 32508-5508 via current commanding officer with a copy to BUPERS (PERS-433B) and your detailer. Selectees will be approved by BUPERS/CMC prior to public notification. Selectees will be required to stay on active duty for 36 months following Blue Angels tour. For further information, contact MAJ Pat Cooke at DSN 922-2583 x112 or commercial (904) 452-2583. r

## Duty in Korea

If you are eligible for orders and looking for an overseas adventure, consider duty in Korea. North and South Korea remain in armistice since a peace treaty was never signed after the Korean War. There are few places you can be closer to real action than in a country with a DMZ. As one of the world's perennial "hot spots," Korea represents a challenging theater of operations. Korea is also the site of the largest annual computer modeling and simulation command post exercise in the world, the ULCHI-FOCUS LENS exercise series, as well as other major exercises.

More than 30 Joint billets are available in Korea which afford joint duty credit, interesting billets such as the Joint Duty Officer for the Military Armistice Commission. Non-Joint Navy billets are available at Commander, U.S. Naval Forces Korea in Seoul, Commander Fleet Activities Chinhae, and the Military Sealift Command Office, Pusan. In most cases, tours of duty are one year unaccompanied and two years accompanied.

For further information, please see COMNAVFORKOREA Home Page at <http://144.59.63.170>. r



# The Last Word . . .

## ACNP FOR MILITARY PERSONNEL POLICY AND CAREER PROGRESSION {PERS-2}

### What About Frocking?

Over the past year we received many questions about changes in Navy's frocking policy. As you may know, changes were necessary to comply with the FY96 Defense Authorization Act which limited the number of officers each service can frock, and imposed specific frocking prerequisites. Specifically, the law limits frocking to no more than 1% of the statutory ceiling of officers in grades from lieutenant commander through captain. For Navy, this means only 27 captains, 63 commanders, and 101 lieutenant commanders Navy wide may be frocked at any one time. In addition to the numerical cap, the law established other requirements as outlined in the table below. DoD and Navy policy changes were necessary in order to comply with the new restrictions. While there is no numerical limit for frocking lieutenants and warrant officers, these officers must satisfy all legal requirements and occupy a qualifying billet listed below in order of priority. Eligibility and procedures for submitting frocking requests are covered in NAVADMIN 125/96 (291344Z May 96) and MILPERSMAN 2220130. All officer frocking must be specifically authorized by the Chief of Naval Personnel.

Legal Requirements	DoD/Navy Qualifying Billets	
1. Selected for Promotion	↑ Commanding Officers	↑ JCS billets
2. Confirmed by Senate	↑ Executive Officers (when selected for command)	↑ JDAL billets
3. Serving in or ordered to a billet for the higher grade	↑ President/Vice President billets	↑ SECDEF billets
	↑ Defense attaches or billets involving representation of U.S. to foreign governments	↑ SECNAV billets
	↑ Service school billets	↑ AP Major Program Managers
		↑ Other XO's
		↑ OIC billets

We review each request against the individual's UIC and billet sequence code to verify that officers are filling, or ordered to, valid qualifying billets for the higher grade. We also compare projected promotion dates with expected arrival dates. Those requests that satisfy legal and policy requirements are slated based on relative priority of the billet, the officer's projected promotion date and the expected arrival date at the billet. CNP reviews and approves the slate, and assigns available quotas periodically by NAVADMIN or individual letter. As frocked officers are promoted through the fiscal year, additional authorizations become available and are approved. We have processed over 400 requests since May. Additionally, we must maintain on file justification for every frocked officer and submit quarterly frocking summaries to OSD by grade and qualifying billet.

Navy has pursued a number of initiatives to improve flexibility in authorizing frocking, and we are currently reviewing the priority hierarchy of qualifying billets to ensure we best meet fleet needs within statutory quota limits. Additionally, DoD has recently forwarded a legislative proposal to Congress requesting an increase in the O6 ceiling to 2%. Any approved changes in law or policy will be announced by NAVADMIN.

If you have questions or comments, feel free to drop us a line. Our frocking manager is Ms. Susan Slyfield, PERS-212F2. She can be contacted at DSN 225-6417 or [e-mail at p212f2@bupers.navy.mil](mailto:p212f2@bupers.navy.mil).

**(Continued from pg 11)** Keep pushing for that qualification. Fax your letter to me ASAP following the successful completion of your SWO qualification board. The Department Head Board is only held once per year and we want your record before the board if you are a LT/LT select and not already screened. Last year, SWO(N)s screened at a 95% rate.

**Nuclear designated junior officers.** If you are an ENS or LTJG in your first topside 18 month tour, you should expect to see your orders to Nuclear Power School six months prior to your PRD. We time your orders so that you transfer one month prior to the commencement of your pre-school class. The 1997 pre-schools start in March, May, June, August, October and November. If your PRD falls on the same month that one of these schools start, we need to work with your ship in order to either transfer you one month early or move you back to the next class. Give me a call to discuss your timing, or if you haven't received orders within four months of your PRD.

**Call Me Now!** Call me at least one year prior to your PRD. There is no such thing as talking to your detailer too much! r

LCDR Ed Mullen, PERS-412N  
Surface Nuclear Officer Detailer  
[e-mail p412n@bupers.navy.mil](mailto:p412n@bupers.navy.mil)

*I know this sounds like micro-management, but*  
*March - April 1997 it is the law*  
*REAR ADMIRAL, U.S. NAVY*

## Changes to FY97 Boards

<b>BOARD</b>	<b>CONVENING DATES</b>	
	<b>ORIGINAL</b>	<b>NEW</b>
DEPUTY JAG OF THE NAVY	NONE	TBD
RES O7/O8 SERB	NONE	97MAR10
ACT O7 NC/MC BOARD	97FEB24	97MAR17
TEST PILOT SCREEN #1	97MAR18	97MAR19
SUB CO/XO SCREEN	97MAY05	97APR28
ACT O4 LINE	97MAY06	97APR29
ACT O4 STAFF	97JUN09	97MAY05
NJROTC BOARD	97MAY27	97MAY05
O6 CEC CMD SCREEN	97MAR17	97MAY12
ACT O6 CHC	97FEB03	97MAY12
RES O5/O6 STAFF	97MAY12	97MAY19
SURFACE DEPT HEAD	97APR28	97MAY19
MECP	97MAY19	97MAY27
TRANSFER/REDESIG	97APR28	97JUN02
CMC/SEA	97MAY27	97JUN02

## FITREP/Eval Update

In October 1996, a CNO directed review team was convened to see how the new fitness report/evaluation system is doing. The working group consisted of 30 representatives from all communities, officer and enlisted, submariners, aviation, surface, special warfare, administrative fields and special programs such as recruiting. The group completed an intense review of the system and related policies, making recommendations for changes to the CNO.

The working group reconvened in February 1997 to review and discuss the recommendations and comments by the CNO. Some changes were implemented by the recently released NAVADMIN 049/97. Other changes are more complex and may be included in a reissuance of the instruction later this year.

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Include your name, SSN, and designator when writing, or call DSN 225-0132; commercial (703) 695-0132; or fax (703) 695-5780.

You can also send Internet e-mail to the editor at the following address:

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